DOCUMENT RESUME

ED 401 476 CE 073 015

AUTHOR Jacobs, Johan
TITLE Remuneration of Graduates, as at 1 July 1994. Human Resources, Financial, and Economic Occupations = Vergoeding van Gegradueerdes, soos op 1 Julie 1994. Menslike Hulpbronne, Finansiele en Ekonomiese Beroepe.
INSTITUTION Human Sciences Research Council, Pretoria (South Africa).
REPORT NO ISBN-0-7969-1764-7
PUB DATE 96
NOTE 47p.; For related reports, see ED 399 438, and CE 073 011-017.
PUB TYPE Reports - Research/Technical (143) -- Multilingual/Bilingual Materials (171) -- Statistical Data (110)
LANGUAGE English; Afrikaans

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Accountants; *Business Education; *Compensation (Remuneration); Economics; *Finance Occupations; Foreign Countries; Fringe Benefits; Geographic Regions; Graduate Surveys; *Human Resources; Labor Force Development; *Outcomes of Education; Private Sector; Public Sector; Racial Differences; Salary Wage Differentials; *Sales Occupations; Self Employment; Sex Differences; Tables (Data); Wages
IDENTIFIERS *South Africa

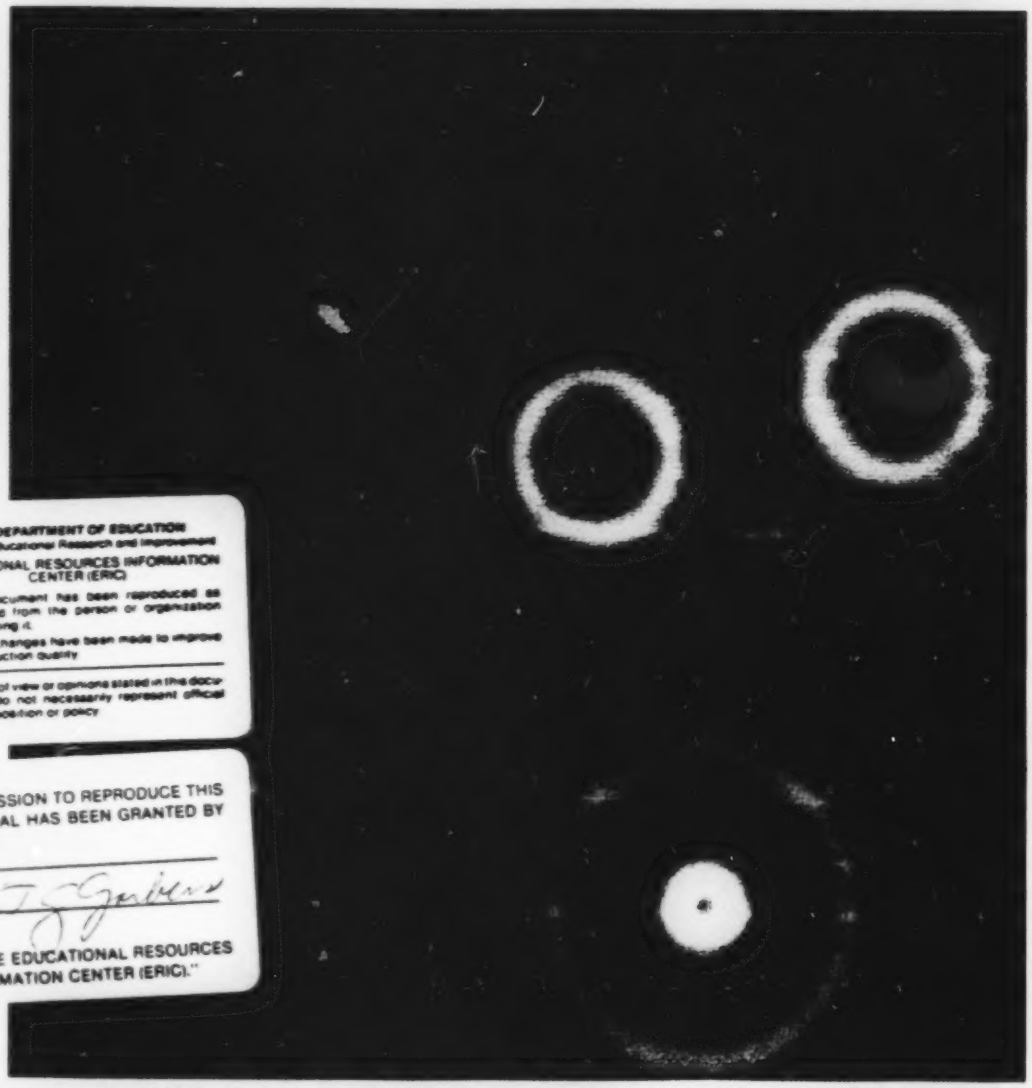
ABSTRACT

This report, in both English and Afrikaans, is based on data gathered during a September 1994 mail survey of 215,284 South African graduates that elicited a total response rate of 18.3%. It details the remuneration of graduates (as of July 1, 1994) in a wide range of human resources, accounting and financial, economic, and sales occupations in the public and private sectors and in self-employment. Presented first are brief descriptions of the survey group; survey questionnaire, procedures used to analyze/present the data, and nature/scope of data reported under the various table headings. The nine tables constituting the remainder of the document present data on the following: median income of graduates working full time according to employer sector/occupation (overall and by gender), occupation/region/employer sector, occupation/post level/employer sector, occupation/work experience/employer sector, and occupation/working hours/employer sector; median income of full-time employees and self-employed persons according to occupation/economic sector; comparison of the income of men and women working full time according to occupation/work experience; and median income of graduates working full time according to occupation/work experience/population group/employer sector and field and level of study and employer sector. (MN)

7 Human Resources, Accounting & Economics

REMUNERATION OF GRADUATES

ED 401 476



U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

VERGOEDING VAN GEGRADUEERDES

7 Menslike Hulpbronne, Rekeningkunde en Ekonomie

CE073015

Remuneration of graduates

as at 1 July 1994

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Human resources, financial and economic occupations

Menslike hulpbronne, finansiële en ekonomiese beroepe

Remuneration of graduates

as at 1 July 1994

Johan Jacobs

Administrative support:-
Helmien Craemer
Annetjie Verster

Vergoeding van gegradueerdes

soos op 1 Julie 1994

Johan Jacobs

Administratiewe ondersteuning:-
Helmien Craemer
Annetjie Verster

Human resources, financial and economic occupations

Menslike hulpbronne, finansiële en ekonomiese beroepe

Human Sciences Research Council **Raad vir Geesteswetenskaplike Navorsing**

Pretoria
1996

© 1996, Human Sciences Research Council

All rights reserved

No part of this report may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, recording or by any information storage and retrieval system, without permission in writing from the publisher.

ISBN 0-7969-1764-7

Human Resources Information and Planning
Head : Elize van Zyl

Group Human Resources
Executive Director: Sunette van der Walt

HSRC Publishers
Private Bag X41
0001 Pretoria

© 1996, Raad vir Geesteswetenskaplike Navorsing

Alle regte voorbehou

Geen gedeelte van hierdie verslag mag gereproduseer word in enige vorm of op enige manier, elektronies of meganies, insluitende fotokopiëring, plaat- en bandopname of deur enige inligtingsbewaring- en ontsluitingstelsel, sonder skriftelike verlof van die uitgewer nie.

ISBN 0-7969-1764-7

Menslike Hulpbron Inligting en Beplanning
Hoof : Elize van Zyl

Groep Menslike Hulpbronne
Uitvoerende Direkteur: Sunette van der Walt

RGN-uitgewers
Privaatsak X41
0001 Pretoria

The remuneration of graduates in the undermentioned occupations is analysed in this report. A list of available reports is given on the back cover.

Die vergoeding van gegradueerdes in die ondergemelde beroepe word in hierdie verslag ontleed. 'n Lys van beskikbare verslae verskyn op die agterblad.

PERSONNEL & MANAGEMENT SERVICES
- Industrial relations, labour officer
- Management consultant
- Public relations, liaison officer
  - Liaison officer
  - Public relations officer
- Training officer, consultant
  - Training officer
  - Training consultant
- Personnel / HR officer
  - Personnel officer
  - Personnel / HR consultant
  - Work study / O&M officer

ACCOUNTING & FINANCIAL OCCUPATIONS
- Accountant (CA)
- Accountant and auditor (not CA)
- Accountant (not CA)
  - Accountant (not CA)
  - Management accountant (not CA)
  - Financial accountant (not CA)
- Auditor
- Internal auditor
- Articled clerk with accountant/auditor
- Income-tax consultant, advisor
- Income-tax officer, tax officer
- Valuator, assessor
- Financial assistant
- Financial officer
- Financial controller
- Financial advisor, consultant
- Investment advisor, analyst
- Audit/accounting supervisor
- Book keeper, financial clerk

ECONOMIC OCCUPATIONS
- Economist
- Agricultural economist
- Economic researcher
- Business consultant, analyst
- Marketing advisor, researcher, analyst

SALES OCCUPATIONS
- Working proprietor (trade)
- Working proprietor (other)
- Retail, wholesale, motor trade manager
- Sales person
- Stock broker
- Insurance broker
- Insurance advisor, consultant
- Insurance representative
- Estate agent
- Property broker
- Property developer
- Strategic advertising planner
- Sales representative
- Medical representative

PERSONEEL- EN BESTUURSDIENSBEROEPE
- Arbeids-, nywerheidsverhoudingebeampte
- Bestuurskonsultant
- Openbare betrekkinge, skakelbeampte
  - Skakelbeampte
  - Openbare betrekkinge beampte
- Opleidingsbeampte, -konsultant
  - Opleidingsbeampte
  - Opleidingskonsultant
- Personeel- / MH-beampte
  - Personeelbeampte
  - Personeel / MH-konsultant
  - Werkstudiebeampte / O&M beampte

REKENINGKUNDIGE & FINANSIËLE BEROEPE
- Rekenmeester (GR)
- Rekenmeester en ouditeur (nie GR)
- Rekenmeester (nie GR)
  - Rekenmeester (nie GR)
  - Bestuursrekenmeester (nie GR)
  - Finansiële rekenmeester (nie GR)
- Ouditeur
- Interne ouditeur
- Leerlingrekenmeester/ouditeur
- Inkomstebelastingkonsultant, adviseur
- Inkomstebelastingbeampte, belastingbeampte
- Waardeerder, assessor
- Finansiële assistent
- Finansiële beampte
- Finansiële kontroleur
- Finansiële adviseur, konsultant
- Beleggingsadviseur, analis
- Oudit/rekeningkundige toesighouer
- Boekhouer, finansiële klerk

EKONOMIESE BEROEPE
- Ekonoom
- Landbou-ekonoom
- Ekonomiese navorser
- Besigheidsadviseur, analis
- Bemarkingsadviseur, navorser, analis

VERKOOPSBEROEPE
- Werkende eienaar (klein en groothandel)
- Werkende eienaar (ander)
- Klein, groot & motorhandelbestuurder
- Verkoopswerker
- Aandelemakelaar
- Versekeringsmakelaar
- Versekeringsadviseur, konsultant
- Versekeringsverteenwoordiger
- Eiendomsagent
- Eiendomsmakelaar
- Eiendomsontwikkelaar
- Strategiese advertensiebeplanner
- Verkoopsverteenwoordiger
- Mediese verteenwoordiger

CONTENTS

Page

List of tables ---------- iv

1 Introduction ---------- 1

2 Survey group and questionnaire ---------- 1

3 Explanatory remarks ---------- 2

4 Analysis and findings ---------- 6

INHOUDSOPGAWE

Bladsy

Lys van tabelle ---------- v

1 Inleiding ---------- 1

2 Ondersoekgroep en vraelys ---------- 1

3 Verduidelikende opmerkings ---------- 2

4 Ontledings en bevindinge ---------- 6

LIST OF TABLES

Page

Table 1(a): Median income of graduates working full time according to employer sector and occupation

Employees: public sector ---- 8
Employees: private sector ---- 9
Self-employed ---- 11

Table 1(b): Median income of graduate men working full time according to employer sector and occupation

Male employees: public sector ---- 12
Male employees: private sector ---- 13
Self-employed males ---- 14

Table 1(c): Median income of graduate women working full time according to employer sector and occupation

Female employees: public sector ---- 15
Female employees: private sector ---- 16
Self-employed females ---- 17

Table 2 : Median income of graduates working full time according to occupation, region and employer sector ---- 18

Table 3 Median income of graduates working full time according to occupation, post level and employer sector ---- 21

Table 4 : Median income of graduates working full time according to occupation, work experience and employer sector ---- 23

Table 5 : Median income of graduates according to occupation, working hours and employer sector ---- 25

Table 6 : Median income of full time employees and self-employed persons according to occupation and economic sector ---- 26

Table 7 : Comparison of the income of men and women working full time according to occupation and work experience

Employees: public sector ---- 29
Employees: private sector ---- 30
Self-employed ---- 31

Table 8 : Median income of graduates working full time according to occupation, work experience, population group and employer sector ---- 32

Table 9 : Median income of graduates working full time according to field and level of study and employer sector ---- 34

LYS VAN TABELLE

Bladsy

Tabel 1(a) : Mediaaninkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep

Werknemers: openbare sektor ---- 8
Werknemers: private sektor ---- 9
Selfgeëmplojeerd ---- 11

Tabel 1(b) : Mediaaninkomste van gegradueerde mans wat voltyds werk volgens werkgewersektor en beroep

Manlike werknemers: openbare sektor ---- 12
Manlike werknemers: private sektor ---- 13
Selfgeëmplojeerde mans ---- 14

Tabel 1(c) : Mediaaninkomste van gegradueerde vroue wat voltyds werk volgens werkgewersektor en beroep

Vroulike werknemers: openbare sektor ---- 15
Vroulike werknemers: private sektor ---- 16
Selfgeëmplojeerde vroue ---- 17

Tabel 2 : Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, geografiese gebied en werkgewersektor ---- 18

Tabel 3 : Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, posvlak en werkgewersektor ---- 21

Tabel 4 : Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, werkervaring en werkgewersektor ---- 23

Tabel 5 : Mediaaninkomste van gegradueerdes volgens beroep, werkure en werkgewersektor ---- 25

Tabel 6 : Mediaaninkomste van voltydse werknemers en selfgeëmplojeerde persone volgens beroep en ekonomiese sektor ---- 26

Tabel 7 : Vergelyking van die inkomste van mans en vroue wat voltyds werk volgens beroep en werkervaring

Werknemers: openbare sektor ---- 29
Werknemers: private sektor ---- 30
Selfgeëmplojeerd ---- 31

Tabel 8 : Mediaaninkomste van gegradueerdes wat voltyds werk volgens beroep, werkervaring, bevolkingsgroep en werkgewersektor ---- 32

Tabel 9 : Mediaaninkomste van gegradueerdes wat voltyds werk volgens studierigting, walifikasievlak en werkgewersektor ---- 34

BEST COPY AVAILABLE

The information of this and previous surveys has been computerised and further analyses according to qualifications, field of study, population group, gender, years work experience, age, postal codes, employer, industry, fringe benefits etcetera are possible. For instance, it is possible to compile incomes for specific occupations and occupational groups in a specific region or town. A breakdown of the salary and fringe benefits can also be given according to any combination of the above variables. It is also possible to provide the incomes of graduates with specific majors according to the level of their (highest) qualification. Information is available not only for occupations covered in this report but for graduates in all occupations and fields of study.

Users with particular needs can contact the HSRC for additional analyses. (Tel: (012) 202-2760)

Die inligting van hierdie en vorige opnames is op rekenaardatastelle aangeteken en verdere ontledings volgens kwalifikasie, studierigting, bevolkingsgroep, geslag, jare werkervaring, ouderdom, poskode, werkgewer, bedryf, byvoordele ensovoorts is moontlik. Dit is byvoorbeeld moontlik om inkomstes vir spesifieke beroepe en beroepsfamilies in 'n spesifieke streek or dorp saam te stel. Die samestelling van die salaris en byvoordele kan ook gegee word volgens enige kombinasie van bogenoemde veranderlikes. Dit is ook moontlik om die inkomste van gegradueerdes met spesifieke hoofvakke volgens die vlak van hulle (hoogste) kwalifikasie te verskaf. Benewens vir beroepe in hierdie verslag, is inligting ook vir alle ander beroepe wat gegradueerdes beoefen en studierigtings beskikbaar.

Gebruikers wat besondere behoeftes het, kan die RGN vir bykomende ontledings nader. (Tel: (012) 202-2760)

1. INTRODUCTION

Remuneration is probably one of the most important motivating factors in modern society as it greatly affects the satisfaction of our needs and expectations. It plays an important role in the supply and demand situation of human resources and the utilization of labour in a country. As wage levels are continuously changing, regular surveys are necessary to monitor trends over a period of time.

Since 1971 the HSRC has undertaken regular surveys of the occupational incomes of graduates. This is the twelfth survey in the series and is the first since 1981 to include all graduates simultaneously. The aim of this report is to analyse and reflect the occupational income of graduates in personnel and management services, accounting, financial, economic and sales occupations as at 1 July 1994.

The information is widely used by career quidance teachers, councellors and prospective students to determine the profitability of careers. Tertiary education planners use the information to evaluate the financial returns on tertiary education and specific fields of study. Employers and human resource managers find it very useful in compiling income packages. It also provides a basis for salary negotiations in the case of employees and employee organizations. Furthermore legal practitioners and actuaries use the information to establish the potential lifetime earnings of people for third party claim purposes.

1. INLEIDING

Vergoeding van arbeid is seker een van die belangrikste motiverende faktore in die moderne samelewing omdat dit 'n invloed uitoefen op die bevrediging van behoeftes en verwagtinge van die mens. Dit speel 'n belangrike rol in die vraag- en aanbodsituasie van menslike hulpbronne asook die uiteindelike benutting van arbeid in 'n land. Vergoedingstrukture verander voortdurend en gereelde opnames is dus noodsaaklik om tendense te monitor.

Die RGN onderneem sedert 1971 gereelde opnames oor die beroepsinkomste van gegradueerdes. Hierdie is die twaalfde opname in die reeks en is die eerste opname sedert 1981 waarin alle gegradueerdes gelyktydig betrek word. Die doel met hierdie verslag is om die inkomste van gegradueerdes in personeel- en bestuursdiens-, rekeningkundige, finansiële, ekonomiese en verkoopsberoepe soos op 1 Julie 1994 te ontleed en weer te gee.

Die inligting word dikwels deur loopbaanvoorligters en voornemende studente gebruik om die winsgewendheid van loopbane te bepaal. Tersiêre onderwysbeplanners gebruik die inligting om die finansiële voordeel van tersiêre onderwys en studierigtings te evalueer. Werkgewers en menslike hulpbronbestuurders vind die inligting baie nuttig om inkomstepakette saam te stel. Dit dien ook as basis vir salarisonderhandelings in die geval van werknemers en werknemerorganisasies. Verder gebruik regspraktisyns en aktuarisse die inligting om die potensiële verdienste van persone oor 'n leeftyd te raam vir onder andere derdeparty-eise.

2. SURVEY GROUP AND QUESTIONNAIRE

The most comprehensive source of names and addresses of graduates residing in South Africa is the HSRC Register of Graduates. The Register contains information on approximately 420000 graduates. The information is obtained from universities and individuals. The Register is maintained continuously by updating existing records (using information obtained from graduates as well as universities), removing obsolete records (such as those of deceased persons and emigrants) and adding information on new graduates. Details such as population group, gender, date of birth, preferred language of correspondence, postal address and educational qualifications (level, field of study, institution where obtained and year awarded) are recorded in the Register.

During September 1994 postal questionnaires were sent to 215284 graduates on the Register. In total, 39495 completed questionnaires were returned. This represents a total response rate of 18,3%.

The following information (as at 1 July 1994) not included in the Register was obtained by means of this questionnaire: the respondent's occupation, work status, employer, number of hours and weeks spent on occupational activities, years of work experience, economic sector, post level, professional registration as well as salary and the financial value of fringe benefits.

2. ONDERSOEKGROEP EN VRAELYS

Die omvattendste bron wat name en adresse van gegradueerdes woonagtig in Suid-Afrika bevat, is die RGN se Register van Gegradueerdes. Die Register bevat inligting oor ongeveer 420000 gegradueerdes wat verkry word vanaf universiteite en indiwidue. Die Register word voortdurend in stand gehou deur bestaande rekords op te dateer (d.m.v. inligting wat van gegradueerdes en universiteite ontvang word), verouderde rekords (byvoorbeeld oorledenes en emigrante) te skrap en die gegewens van pasgegradueerdes by te voeg. Besonderhede van gegradueerdes soos bevolkingsgroep, geslag, geboortedatum, korrespondensietaal, posadres en opvoedkundige kwalifikasies behaal (peil, studierigting, instelling waar behaal en jaar toegeken) word op die Register aangeteken.

Gedurende September 1994 is posvraelyste aan 215284 gegradueerdes op die Register gestuur. In totaal is 39495 voltooide vraelyste terug ontvang. Dit verteenwoordig 'n totale deelnamekoers van 18,3%.

Die volgende bykomende inligting (soos op 1 Julie 1994) tot die beskikbare gegewens op die Register is deur middel van die vraelys ingewin: die respondent se beroep, werkstatus, werkgewer, werkure en werkweke aan beroepsaktiwiteite bestee, jare werkervaring, ekonomiese sektor, posvlak, professionele registrasie, asook salaris en die finansiële waarde van byvoordele.

The respondents' anonymity was protected throughout and at no time was a respondent's name linked to a completed questionnaire. The analyses in this report are also presented in such a way that the anonymity of individuals is safeguarded. For example, analyses for categories with less than ten persons are not given.

Die anonimiteit van respondente is deurgaans gehandhaaf deurdat geen naam of adres aan 'n voltooide vraelys gekoppel is nie. Ontledings in hierdie verslag word ook so aangebied dat die anonimiteit van indiwidue beskerm word. Ontledings van kategorieë met minder as tien persone word byvoorbeeld nie verstrek nie.

The Register includes more than 60% of the graduate population of South Africa. The particulars of persons who did not take part in the survey would therefore have to differ dramatically from those of the respondent group to result in the Register being unsuitable for the purpose of this survey.

Die Register sluit na raming meer as 60% van die gegradueerde bevolking van Suid-Afrika in. Die besonderhede van persone wat nie aan die opname deelgeneem het nie, sou dus dramaties van besonderhede van die respondentegroep moes verskil om die Register vir die doel van hierdie opname onbruikbaar te maak.

Although the response rate of 18,3% compares poorly with previous surveys (38% in 1990 and 30% in 1991), it is still relatively good for a postal survey in which data concerning income is gathered.

Alhoewel die deelnamekoers van 18,3% swak met vorige opnames vergelyk (38% in 1990 en 30% in 1991), is dit steeds relatief goed vir 'n posopname wat inkomstedata insamel.

The extent to which the respondent group represents the Register, was checked by comparing the biographic particulars of the respondent group (N=39495) with those of the survey group (N=420000). The comparison showed that the biographic particulars of the two groups differed hardly at all.

In watter mate die respondentegroep die Register verteenwoordig, is nagegaan deur die biografiese besonderhede van die respondentegroep (N=39495) met die biografiese besonderhede van alle gegradueerdes op die Register (N=420000) te vergelyk. Die vergelyking het getoon dat die biografiese gegewens van die twee groepe weinig verskil.

It can therefore be accepted with a reasonable degree of confidence that the findings give a good indication of the occupational income of graduates in South Africa.

Daar kan dus met 'n redelike mate van sekerheid aanvaar word dat die ontledings 'n goeie aanduiding gee van die beroepsinkomste van gegradueerdes in Suid-Afrika.

3. EXPLANATORY REMARKS

The following explanatory remarks are necessary for the interpretation of the analyses:

3.1 Remuneration

Respondents were asked to indicate the financial remuneration (before any tax or other deductions) received from the following sources as a result of the direct pursuit of their occupation:

3.1.1 Salary

- *Basic salary/income:* With regard to employees basic salary refers to the gross salary received before any deductions. In the case of self-employed persons, income includes the net income from the direct pursuit of the occupation prior to taxation.
- *Allowances* received e.g. salary, occupational allowances.
- *Director's fees* obtained as a result of the pursuit of the occupation that was indicated.
- *Overtime or related salaried work done after hours.*
- *Commission* earned.
- Income derived from *consultation.*
- Income derived from *lecturing in a part-time capacity.*
- *Profit sharing, trade or production bonus.*
- *Cash bonus* e.g. 13th cheque, service or holiday bonus.

3. VERDUIDELIKENDE OPMERKINGS

Vir die interpretasie van die ontledings is die volgende verduidelikende opmerkings nodig:

3.1 Vergoeding

Die respondente is versoek om die finansiële vergoeding (voor enige belasting of ander aftrekkings) ontvang as gevolg van die direkte beoefening van hulle beroep uit die volgende bronne te verstrek:

3.1.1 Salaris

- *Basiese salaris/inkomste:* Ten opsigte van werknemers verwys die basiese salaris na die bruto salaris wat ontvang word voor enige aftrekkings. Vir selfgeëmplojeerdes sluit dit die netto inkomste in wat verkry word uit die direkte beoefening van die beroep voor belasting.
- *Toelaes* verkry soos byvoorbeeld salaris-, beroepstoelaes.
- *Direkteursgelde* verkry uit die beoefening van die aangeduide beroep.
- *Oortyd of verbandhoudende na-uurse werk.*
- *Kommissie* verdien.
- Inkomste verdien deur *konsultasie.*
- Inkomste verdien deur *deeltydse onderrig.*
- *Winsdelings-, handels- of produksiebonus.*
- *Kontantbonus* soos byvoorbeeld 13e tjek, diens- of vakansiebonus.

3.1.2 Fringe benefits

The cash value of fringe benefits was taken into consideration in determining the income package. In the questionnaire respondents were asked to indicate according to a list of fringe benefits whether or not they received such benefits and, if they did, what they considered the average annual value of such benefits to be.

The following fringe benefits were identified and included in the *package*:

- *Pension* - refers to the employer's contribution to a pension or endowment fund.
- *Medical* - refers to the employer's contribution to a medical fund.
- *Transport or petrol allowance* - refers to the estimated cash value of a company or subsidised vehicle for private use as well as any transport or petrol allowance.
- *Entertainment allowance.*
- *Housing* - refers to a housing subsidy received from an employer or the cash value of a lower (subsidised) interest rate or housing or lodging at a low rental, low tariff or free. In the latter case respondents were asked to indicate the difference between the normal tariff and the actual amount paid.
- *Other fringe benefits* such as employer's contribution towards clothing, telephone, insurance premiums, study aid, subsidised purchases, cafeteria facilities, etcetera.

3.1.3 Package

Package refers to the total income package. It is the *salary* plus *fringe benefits* from the above sources. To calculate this, the salary and financial value of fringe benefits of only the respondents who answered the question on fringe benefits were taken into account. The number of persons in the salary and package columns may differ because those who did not answer the fringe benefits question or indicated that they received the benefit but did not give a cash value, were not included in calculating the median of the income package.

Some people did not give a breakdown of their income while others provided only a portion of their salary. In calculating the median *salary* these doubtful cases were not taken into account. However, they were included in calculating the median *package* when the value of the total *package* was clearly indicated.

3.2 Percentile value

Salary and income package figures are indicated by means of percentile values. The percentile values 25, 50(Me) and 75 are used in the tables. The percentile value 25, also called the first quartile value, indicates the point where 25% of a specific group of persons received **less** and 75% receive **more** than the income indicated. The fiftieth percentile value, also called the median (Me), indicates the point where 50% of a group receive **less** and 50% receive **more** than the income indicted. For the purpose of analysing income levels, the median value is regarded as a better index than the arithmetic mean as it is less sensitive to extremely high or extremely low income values. Please note that the percentile values above and below the median, in other words the 25 and

3.1.2 Byvoordele

Die geldwaarde van byvoordele is by die bepaling van die inkomstepakket in ag geneem. In die vraelys is respondente versoek om teenoor 'n lys van byvoordele aan te dui of hulle die byvoordeel van hul werkgewer ontvang of nie, en indien wel, wat, na hul mening, die gemiddelde jaarlikse waarde daarvan is.

Die volgende byvoordele is onderskei en ingesluit by die *pakket*:

- *Pensioen* - verwys na die werkgewer se bydrae tot 'n pensioen- of voorsorgfonds.
- *Medies* - verwys na die werkgewer se bydrae tot 'n mediese fonds.
- *Vervoer of petroltoelae* verwys na die geraamde kontant-voordeel van 'n maatskappy of gesubsidieerde voertuig vir private gebruik asook enige vervoer- of petroltoelae.
- *Onthaaltoelae.*
- *Behuising* - verwys na 'n behuisingsubsidie ontvang van 'n werkgewer of die kontantwaarde van 'n laer (gesubsidieerde) rentekoerslening of huisvesting of losies teen 'n laer huur, laer tarief of gratis. Die respondent is gevra om in laasgenoemde geval die verskil tussen die mark-verwante tarief en dit wat hy werklik betaal, aan te dui.
- *Ander byvoordele*, soos werkgewer se bydrae tot klere, telefoon, versekeringspremies, studiehulp, gesubsidieerde aankope, kafeteriafasiliteite, ensovoorts.

3.1.3 Pakket

Pakket verwys na die totale inkomstepakket. Dit is die *salaris* plus *byvoordele* uit bogenoemde bronne. Om dit te bereken, is slegs die respondente wat die vraag oor byvoordele beantwoord het se salaris en finansiële byvoordele in berekening gebring. Die getal persone in die salaris- en pakketkolomme mag verskil aangesien persone wat die byvoordelevraag nie beantwoord het nie of aangetoon het dat hulle 'n byvoordeel ontvang en dan nie 'n Randwaarde aangedui het nie, buite rekening gelaat is in die berekening van die mediaanpakket.

In sommige gevalle het persone nie 'n verdeling van hulle inkomste aangedui nie of slegs 'n gedeelte van hulle salaris aangedui. In hierdie gevalle is die indiwidue by die berekening van die mediaansalaris buite rekening gelaat. Hierdie persone is egter wel ingesluit by die berekening van die mediaan van die *pakket* indien hulle die totale *pakket* se waarde duidelik aangedui het.

3.2 Persentielwaarde

Salaris- en inkomstepakketsyfers word met behulp van persentielwaardes aangedui. Die persentielwaardes 25, 50(Me) en 75 word in die tabelle gebruik. Die persentielwaarde 25, of ook genoem die eerste kwartielwaarde, dui die punt aan waar 25% van 'n spesifieke groep persone **minder** en 75% van die groep **meer** as die aangeduide inkomste ontvang. Die vyftigste persentielwaarde, ook die mediaan (Me) genoem, dui die punt aan waar 50% van 'n groep **minder** en 50% van die groep **meer** as die aangeduide inkomste ontvang. Vir die doeleindes van ontledings van inkomstes word die mediaanwaarde as 'n beter indeks beskou as die rekenkundige gemiddelde, omdat dit minder gevoelig is vir uiters hoë of lae inkomstewaardes. Daar moet ook

75 percentile values, indicate the range of income values in a specific occupational group.

For example, if the percentile values for a particular occupation are indicated as R100000 (25%), R144000 (Me) and R200000 (75%) per annum, this means **(a)** that 50% of the persons in that occupation earn less and 50% earn more than R144000 per annum, **(b)** that 50% (difference between 25% and 75%) of the persons indicated that they earn between R100000 and R200000 per annum and **(c)** that 25% of the persons (or one out of every 4) earn more than R200000 per annum.

3.3 Occupation

Respondents were requested to indicate the occupation they were practising (or the one to which they devoted most of their time) as at 1 July 1994. A functional description, irrespective of training, qualifications or rank was requested.

The occupational titles indicated by the respondents were used to classify them according to occupational categories. This means that a lecturer or a manager with an engineering qualification was not classified as engineer, but rather as lecturer or manager respectively.

The *Standard Occupational Classification*[1] was used as a base to classify the occupations and to group them into unit and major groups.

3.4 Employer sector

Three main employer categories *viz.* ***public sector, private sector*** and ***self-employed*** were distinguished in the analyses. The respondents were asked to choose the employer where they practised their occupations from the following:

(a) *Employees in the public sector*

The following employer sectors jointly form the public sector:

- Government: people employed by central government or provincial administrations.
- Regional or local authorities (e.g. town or city councils).
- Universities and technikons.
- Other semi-government: i.e. employees of government-controlled or government-aided organisations, e.g. HSRC, CSIR, control boards, SABS.

(b) *Employees in the private sector*

The following employer categories are included in this sector:

- Public corporations (e.g. SABC, ESCOM, ARMSCOR, Rand Water Board).
- Professional practices (e.g. those of auditors, attorneys).

[1] Central Statistical Services 1986. Pretoria.
Standard Classification of Occupations. Report 09-90-01.

daarop gelet word dat die persentielwaardes weerskante van die mediaan, met ander woorde die 25 en 75 persentielwaardes, die spanwydte van inkomstewaardes in 'n spesifieke beroepsgroep aandui.

Byvoorbeeld, indien die persentielwaardes vir 'n spesifieke beroep aangedui word as R100000 (25%), R144000 (Me) en R200000 (75%) per jaar, beteken dit **(a)** dat 50% van die persone in daardie beroep minder en 50% meer as R144000 per jaar verdien, **(b)** dat 50% (die verskil tussen 25% en 75%) van die persone aangetoon het dat hulle 'n inkomste tussen R100000 en R200000 per jaar ontvang en **(c)** dat 25% van die persone (of een uit elke 4) meer as R200000 per jaar verdien.

3.3 Beroep

Die respondente is versoek om die beroep wat hulle op 1 Julie 1994 beoefen het (of waaraan die meeste tyd bestee is) aan te dui. 'n Funksionele omskrywing van die beroep, ongeag opleiding, kwalifikasies of rang is gevra.

Die beroepsbenaming wat die respondent aangedui het, is gebruik om die respondent in 'n beroepskategorie te klassifiseer. Dit beteken dat 'n lektor of bestuurder met 'n kwalifikasie in ingenieurswese nie by ingenieurs nie, maar wel by lektore of bestuurders gegroepeer is.

Die *Standaardberoepsklassifikasie*[1] is as basis gebruik om die beroepe te klassifiseer en in eenheidsgroepe en hoofgroepe te groepeer.

3.4 Werkgewersektor

In die ontledings word drie hoofwerkgewersektore onderskei naamlik ***openbare sektor, private sektor*** en ***selfgeëmplojeerd.*** Die respondente is versoek om die werkgewer waar hulle hul beroepe beoefen uit een van die volgende te kies.

(a) *Werknemers in die openbare sektor*

Die volgende werkgewers vorm gesamentlik die openbare sektor:

- Staat: werknemers van die sentrale owerheid of provinsiale administrasies.
- Streeks- of plaaslike owerhede (bv stads- of dorpsrade).
- Universiteite en technikons.
- Ander semi-staat instellings: d.w.s. werknemers van staatsbeheerde of staatsondersteunde organisasies, byvoorbeeld die RGN, WNNR, beheerrade, SABS.

(b) *Werknemers in die private sektor*

Die volgende werkgewerkategorieë word in hierdie sektor ingesluit:

- Openbare korporasies (byvoorbeeld SAUK, ESKOM, KRYGKOR, Randwaterraad).
- Professionele praktyke (byvoorbeeld dié van ouditeure, prokureurs).

Sentrale Statistiekdiens 1986. Pretoria.
Standaardberoepsklassifikasie. Verslag 09-90-01.

BEST COPY AVAILABLE

- Business enterprises (e.g. close corporations or companies).
- Non-government organisations without profit motive (e.g. churches, welfare organisations, trade unions).

(c) *Self-employed persons*

This sector refers to persons who work for themselves and includes (1) partners in professional concerns and/or (2) directors of a **personal** private practice, concern or business.

3.5 Geographical distribution

The postal codes of the postal addresses were used to group the respondents according to the nine provinces and larger metropolitan areas. The following areas are distinguished in this report:

- *Johannesburg* includes Halfway House, Lenasia, Randburg, Sandton and Soweto
- *Pretoria* includes Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia
- *Rest of Gauteng*
- *Mpumalanga*
- *Northern Province*
- *North West*
- *Durban, Pinetown* includes Amanzimtoti & Isipingo
- *Rest of KwaZulu/Natal*
- *Eastern Cape*
- *Cape Town* includes Bellville and Kuils River
- *Rest of the Western Cape*
- *Northern Cape*
- *Free State.*

3.6 Post level

Respondents indicated the post level which they occupied in their occupation. The following levels were identified:

- *learner/intern/articled clerk*
- *junior level*
- *middle level*
- *senior level*
- *top level.*

3.7 Age and years of work experience

When comparing income it is important to take the effect of years of work experience into account. Respondents were asked to indicate the number of years of working experience since entering the labour market, irrespective of employer, occupation or rank (vacation work and military service excluded). The respondents' age was obtained from the Register of graduates.

3.8 Employment status and working hours

People working full time, usually earn substantially more

- Besigheidsondernemings (byvoorbeeld beslote korporasies of maatskappye).
- Nie-staatsinstellings sonder winsmotief (byvoorbeeld kerke, welsynsorganisasies, vakunies).

(c) *Selfgeëmployeerdes*

Hierdie sektor verwys na persone wat vir hulself werk en sluit in (1) vennote van professionele ondernemings en/of (2) direkteure van 'n **persoonlike** private praktyk, onderneming of besigheid.

3.5 Geografiese verspreiding

Die poskodes van die posadresse is gebruik om die respondente volgens die nege provinsies en groter stedelike sentra in te deel. Die volgende gebiede word in hierdie verslag onderskei:

- *Johannesburg* sluit Halfweghuis, Lenasia, Randburg, Sandton en Soweto in
- *Pretoria* sluit Verwoerdburg, Mamelodi, Laudium Atteridgeville, Soshanguve, Wonderboom & Akasia in.
- *Res van Gauteng*
- *Mpumalanga*
- *Noordelike Provinsie*
- *Noordwes*
- *Durban, Pinetown* sluit Amanzimtoti en Isipingo in
- *Res van KwaZulu/Natal*
- *Oos-Kaap*
- *Kaapstad* sluit Bellville en Kuilsrivier in
- *Res van die Wes-Kaap*
- *Noord-Kaap*
- *Vrystaat.*

3.6 Posvlak

Die respondente het die posvlak wat hulle in die beroep beklee aangetoon. Die volgende posvlakke is onderskei:

- *leerling/intern/ingeskrewe klerk*
- *junior vlak*
- *middel vlak*
- *senior vlak*
- *top vlak.*

3.7 Ouderdom en jare werkervaring

In die vergelyking van inkomstes is die invloed van jare werkervaring 'n belangrike faktor om in berekening te bring. Respondente is versoek om hul jare werkervaring waarvoor vergoeding ontvang is sedert hulle tot die arbeidsmag toegetree het, ongeag werkgewer, beroep of rang (vakansiewerk en diensplig uitgesluit) aan te dui. Respondente se ouderdom is van die Register van gegradueerdes verkry.

3.8 Werkstatus en werkure

Persone wat voltyds werk, verdien normaalweg heelwat

than part time workers. Respondents were therefore asked to indicate whether they practised their occupations on a full time or part time basis. In addition to this, the number of hours people devote to the pursuit of their occupations also have an effect on their income. Respondents were therefore also asked to indicate the number of hours per week (i.e. office hours, overtime and after hours) normally devoted to occupational activities. Since leave also affect time spent on the specific career, respondents were asked to indicate the number of working weeks per annum normally devoted to occupational activities. By using the indicated working hours and working weeks, the working hours of the respondents were adjusted $\left\{\frac{hours \times working\ weeks}{52}\right\}$ to obtain the actual time devoted to the occupation.

Working hours were used to classify people as working full time or part time in the cases where individuals did not indicate their employment status. The tables reflect the income of graduates working full time only. However, Table 5 includes graduates working part-time and gives a breakdown according to working hours.

3.9 Economic sector

Respondents chose the main activity or business of their employer from the following industries:

- Agriculture, forestry and fishing
- Mining and quarrying
- Manufacturing (including processing, printing and publishing)
- Electricity, gas and water supply (including production, purification and distribution)
- Building and construction
- Commerce (wholesale, retail and motor trade, repair, catering and accommodation services)
- Transport, storage and communication
- Financial, insurance, real estate and business services
- Community, welfare and personal services.

meer as deeltydse werkers. Daarom is respondente versoek om aan te dui of hulle die beroep voltyds of deeltyds beoefen. Hierbenewens het die aantal werkure wat persone aan die beoefening van hulle beroep bestee, net so 'n groot invloed op hulle inkomste. Respondente is daarom ook versoek om die aantal ure aan te dui wat normaalweg per week (dit is kantoorure, oortyd en nauurs) aan die beoefening van die betrokke beroep bestee word. Aangesien verlof ook 'n invloed op die tyd wat aan die spesifieke beroep bestee word, uitoefen, is respondente verder versoek om die aantal werkweke per jaar aan te dui wat normaalweg aan die beoefening van die beroep bestee word. Met behulp van die aangeduide werkure en werkweke is beroepsbeoefenaars se werkure aangepas $\left\{\frac{ure \times werkweke}{52}\right\}$ om die werklike tyd te bepaal wat aan die beoefening van die beroep bestee is.

In gevalle waar twyfel oor 'n persoon se werkstatus bestaan het, is die werkure gebruik om 'n persoon as voltyds of deeltyds te klassifiseer. In die tabelle is slegs persone wat voltyds werk ingesluit. Tabel 5 verskaf egter inligting vir voltydse sowel as deeltydse persone volgens ure per week gewerk.

3.9 Ekonomiese sektor

Die respondente het die vernaamste aktiwiteit of besigheid waarby hulle werkgewer betrokke is, uit die volgende bedrywe gekies:

- Landbou, bosbou en visserye
- Mynwese en steengroefwerk
- Fabriekswese (insluitend vervaardiging, verwerking, drukwerk en uitgewery)
- Elektrisiteit, gas en watervoorsiening (insluitend opwekking, produksie, suiwering en verspreiding)
- Bou en konstruksie
- Handel (groot-, klein - en motorhandel, herstelwerk, spyseniering- en akkommodasiedienste)
- Vervoer, opberging en kommunikasie
- Finansiële, versekerings-, vaste-eiendom en besigheidsdienste
- Gemeenskaps-, maatskaplike en persoonlike dienste.

4. ANALYSES AND FINDINGS

The most important results of the survey appear in Tables 1 to 9. The tables are mostly self-explanatory and are not discussed in detail.

When comparing the income of the different categories it is important that working experience (and relating age) and the number of hours worked be kept in mind. This information is therefore also shown in the tables. For example, employees in the public sector usually have more working experience than their counterparts in the private sector. Self-employed persons usually have more experience and work longer hours than employees.

Categories with less than ten persons are not shown in the tables to safeguard anonymity and to ensure that the income figures indicated are based on information received from a reasonable number of respondents. The information on these categories was, however, included

4. ONTLEDINGS EN BEVINDINGE

Die belangrikste resultate van die opname verskyn in tabelle 1 tot 9. Die tabelle is grootliks selfverduidelikend en word dus nie in besonderhede bespreek nie.

Wanneer die inkomste in verskillende kategorieë met mekaar vergelyk word, is dit belangrik om werkervaring (en ouderdom wat hiermee verband hou) en werkure in gedagte te hou. Om hierdie rede word dié inligting ook in die tabelle gegee. In die algemeen beskik werknemers in die openbare sektor byvoorbeeld oor meer werkervaring as hulle eweknieë in die private sektor. Selfgeëmplojeerdes het gewoonlik ook meer werkervaring en werk langer ure as werknemers.

Indien minder as tien persone in 'n kategorie voorkom, word die inligting nie in die tabelle aangetoon nie om die anonimiteit van respondente te beskerm en ook om te verseker dat die aangeduide inkomstesyfers gebaseer is op 'n redelike aantal respondente se inligting. Hierdie

in the calculations of subtotals of the income figures for the different occupational groups.

kategorieë se inligting is wel in aanmerking geneem by die berekening van subtotale van die inkomstesyfers vir die verskillende beroepsgroepe.

It will be noticed that all the occupations are not analysed according to all the variables. The main reason for this is that the number of persons in certain categories is too small with the result that meaningful analyses of those groups were not possible.

Daar sal opgemerk word dat al die beroepe nie volgens al die veranderlikes ontleed word nie. Die rede hiervoor is dat die getal persone in sekere kategorieë te klein is, met die gevolg dat geen sinvolle ontledings vir die groepe moontlik was nie.

Table 1 reflects the income of graduates working full time according to employer sector and occupation. Separate tables are also given for men and women.

Tabel 1 reflekteer die inkomste van gegradueerdes wat voltyds werk volgens werkgewersektor en beroep. Afsonderlike tabelle word ook vir mans en vroue verskaf.

In addition to employer sector and occupation a further breakdown is given in Tables 2 to 8 according to geographical region, post level, work experience, working hours, economic sector, gender and population group. In these tables subtotals are not given for all the occupations. Occupational headings therefore do not necessarily apply to the occupations which follow.

Benewens beroep en werkgewersektor word die inkomste in tabelle 2 tot 8 ontleed volgens geografiese gebied, posvlak, werkervaring, werkure, ekonomiese sektor, geslag en bevolkingsgroep. In hierdie tabelle word die subtotale nie vir al die beroepe gegee nie. Die beroepsopskrifte geld dus nie noodwendig vir die beroepe wat daarna volg soos die geval in tabel 1 is nie.

The field of study and level of qualification referred to in Table 9 are the highest a person has attained. In the case where a person obtained more than one degree on the same level, the most recent qualification was used for the classification.

Die studierigting en kwalifikasievlak waarna in tabel 9 verwys word, is dié van 'n persoon se hoogste kwalifikasie. Sou die persoon meer as een kwalifikasie op dieselfde vlak behaal het, is die persoon se jongste kwalifikasie vir die indeling gebruik.

TABLE 1(a)

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(a)

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	32	9	40	369	42500	58500	74800	290	72100	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Management consultant	46	25	44	14	71000	108400	123400	13	139500	•Bestuurskonsultant
•Public relations, liaison officer	33	9	42	118	39000	52300	67700	87	61300	•Openbare betrekkinge,skakelbeampte
Liaison officer	33	10	42	65	40500	50000	67000	49	56000	Skakelbeampte
Public relations officer	32	8	41	53	36800	54500	68600	38	62400	Openbare betrekkinge beampte
•Training officer, consultant	34	10	40	74	54000	66100	76800	55	85600	•Opleidingsbeampte, -konsultant
Training officer	33	9	39	67	53900	62800	75300	50	83100	Opleidingsbeampte
•Personnel / HR officer	29	6	38	122	34900	54100	72700	102	69800	•Personeel- / MH-beampte
•Work study / O&M officer	34	10	38	34	58200	69000	84000	27	84400	•Werkstudiebeampte / O & M -beampte
165 ACCOUNTING & FINANCIAL OCCUPATIONS	30	8	38	351	52000	71000	98400	316	93400	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	32	10	37	25	90300	107200	123300	24	145700	•Rekenmeester (GR)
•Accountant (not CA)	32	10	38	113	59600	77000	98000	105	106400	•Rekenmeester (nie GR)
Accountant (not CA)	32	10	38	100	58600	76100	98000	94	105700	Rekenmeester (nie GR)
Management accountant (not CA)	32	12	39	12	70800	87000	110000	10	128600	Bestuursrekenmeester (nie GR)
•Auditor, internal auditor	28	7	38	83	48500	69300	98400	78	84300	•Ouditeur, interne ouditeur
Auditor	27	5	38	54	45500	58600	81000	50	78400	Ouditeur
Internal auditor	32	10	37	29	73100	85400	112000	28	122100	Interne ouditeur
•Accounting & financial n.e.c.	28	6	37	127	45500	61300	90000	108	74100	•Rekeningkundig & finansieel n.e.g.
Income-tax officer, tax officer	28	6	37	92	40400	59000	75200	77	67800	Inkomstebelastingbeampte
Financial officer	34	14	38	28	56200	80000	100900	27	93300	Finansiële beampte
•Book keeper, financial clerk	31	5	38	15	44500	56500	70400	11	70400	•Boekhouer, finansiële klerk
166 ECONOMIC OCCUPATIONS	32	9	40	112	55900	77500	107100	101	100700	EKONOMIESE BEROEPE
•Economist	35	10	39	77	65000	84500	120000	69	111400	•Ekonoom
Economist	34	10	39	33	58700	84500	107100	27	113800	Ekonoom
Agricultural economist	30	8	39	17	65000	72400	98800	16	99100	Landbou-ekonoom
Economic researcher	33	10	37	16	72000	84400	142600	15	111400	Ekonomiese navorser
•Economic occupations n.e.c.	27	8	42	35	52000	64500	84300	32	83500	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	32	8	42	13	55800	70200	104000	12	91700	Bemarkingsadviseur,navorser,analis
Business consultant, analyst	26	8	41	22	48900	55200	83200	20	81700	Besigheidsadviseur, -analis
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

BEST COPY AVAILABLE

HSRC RGN

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	31	8	42	456	53000	71500	96800	398	89000	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Industrial relations, labour officer	32	7	43	24	60800	82300	101600	22	111900	•Arbeids-,nywerheidsverhoudinge beampte
•Management consultant	32	9	46	60	84300	120000	157500	52	156600	•Bestuurskonsultant
•Public relations, liaison officer	30	6	43	72	41500	56700	78000	59	61400	•Openbare betrekkinge,skakelbeampte
Liaison officer	27	5	42	25	40000	54000	78000	21	59700	Skakelbeampte
Public relations officer	31	7	45	47	43400	58800	78000	38	63700	Openbare betrekkinge beampte
•Training officer, consultant	31	9	42	98	53100	73700	92000	83	88300	•Opleidingsbeampte, -konsultant
Training officer	30	8	42	77	52500	68400	81200	65	80800	Opleidingsbeampte
Training consultant	36	12	40	21	73800	93000	100200	18	119500	Opleidingskonsultant
•Personnel / HR officer	31	7	42	185	50100	66700	83200	166	83400	•Personeel- / MH-beampte
Personnel officer	29	6	42	136	47800	63200	73000	121	77800	Personeelbeampte
Personnel / HR consultant	35	13	45	49	74600	97500	123200	45	129200	Personeel / MH-konsultant
•Work study / O&M officer	36	10	41	15	65000	78000	97200	14	105700	•Werkstudiebeampte/O&M beampte
165 ACCOUNTING & FINANCIAL OCCUPATIONS	29	8	42	1478	48000	77500	117200	1333	97100	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	31	9	43	277	82200	117200	161500	250	149300	•Rekenmeester (GR)
•Accountant (not CA)	32	10	42	561	58600	77100	105200	512	99900	•Rekenmeester (nie GR)
Accountant (not CA)	31	9	42	386	53400	72500	99700	349	89300	Rekenmeester (nie GR)
Management accountant (not CA)	32	10	42	90	74000	98800	123200	84	134000	Bestuursrekenmeester (nie GR)
Financial accountant (not CA)	32	10	42	85	68100	80000	103200	79	111800	Finansiële rekenmeester (nie GR)
•Auditor, internal auditor	29	7	39	170	53400	80700	109700	151	106400	•Ouditeur, interne ouditeur
Auditor	27	6	39	80	46900	62700	92200	70	74800	Ouditeur
Internal auditor	32	9	40	90	73100	94100	120400	81	129600	Interne ouditeur
•Articled clerk with accountant/auditor	24	2	38	270	24100	30700	44300	248	37500	•Leerlingrekenmeester/-ouditeur
•Accounting & financial n.e.c.	33	10	43	199	70000	113500	156000	172	142100	•Rekeningkundig & finansieel n.e.g.
Income-tax consultant, advisor	31	9	43	31	82000	128700	150000	26	153200	Inkomstebelastingkonsultant
Valuator, assessor	35	13	38	11	84000	106200	145100			Waardeerder, assessor
Financial assistant	29	6	41	26	43500	58500	94000	22	71400	Finansiële assistent
Financial controller	37	13	46	24	76500	129500	177900	24	187900	Finansiële kontroleur
Financial advisor, consultant	35	11	43	76	83800	133000	186200	65	169800	Finansiële adviseur, konsultant
Investment advisor, analyst	29	9	44	16	79200	124500	157500	14	124500	Beleggingsadviseur, -analis
Audit/accounting supervisor	30	9	42	15	50000	69400	96000	14	74200	Oudit-/rekeningkundige toesighouer
•Book keeper, financial clerk	27	5	38	110	27000	39700	51200	94	43600	•Boekhouer, finansiële klerk
166 ECONOMIC OCCUPATIONS	32	8	42	231	59300	84000	117000	208	113200	EKONOMIESE BEROEPE
•Economist	34	10	42	68	68600	98100	160600	63	132400	•Ekonoom
Economist	33	10	41	25	83500	101800	141000	26	136200	Ekonoom
Agricultural economist	32	7	43	15	61200	84100	112500	14	117200	Landbou-ekonoom
Economic researcher	36	14	40	12	53200	86300	157200			Ekonomiese navorser
•Economic occupations n.e.c.	31	8	42	163	58000	77000	106500	145	105600	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	30	6	42	103	48800	68900	96100	93	88900	Bemarkingsadviseur,navorser,analis
Business consultant, analyst	32	10	42	60	72300	91600	116800	52	123700	Besigheidsadviseur, analis
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

BEST COPY AVAILABLE

HSRC RGN

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
35 SALES OCCUPATIONS	33	9	43	365	48000	67900	112700	305	90000	VERKOOPSBEROEPE
•Retail,wholesale, motor trade manager	33	9	47	67	48000	84000	117000	64	101400	•Klein,groot & motorhandelbestuurder
•Sales person	28	5	42	45	36000	53100	73400	31	62900	•Verkoopswerker
•Stock broker	35	11	47	11	128400	180000	291000			•Aandelemakelaar
•Insurance broker,consultant	38	14	42	101	50000	95200	145000	86	126800	•Versekeringsmakelaar,konsultant
Insurance broker	39	11	42	19	46000	78500	176000	17	97500	Versekeringsmakelaar
Insurance advisor, consultant	35	14	42	29	70000	120000	161000	23	151000	Versekeringsadviseur, konsultant
Insurance representative	44	16	42	27	48000	76000	135000	24	83200	Versekeringsverteenwoordiger
•Estate agent,property broker,developer	37	11	46	46	50000	64200	112100	35	82200	•Eiendomsagent,makelaar,ontwikkelaar
Estate agent	35	10	46	33	50000	60000	78000	23	74800	Eiendomsagent
Property developer	41	19	46	11	112100	170000	240000	10	188700	Eiendomsontwikkelaar
•Advertising, publicity agent	30	7	46	10	60000	95500	125000			•Advertensie-, reklame-agent
Strategic advertising planner	30	7	46	10	60000	95500	125000			Strategiese advertensiebeplanner
•Sales representative	30	7	42	28	37700	61200	82000	24	68200	•Verkoopsverteenwoordiger
•Medical representative	30	8	38	25	59400	65600	77100	21	79900	•Mediese verteenwoordiger
•Representative, agent n.e.c.	33	8	38	17	40000	62900	75000	13	79300	•Verteenwoordiger, agent n.e.g.
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

TABLE 1(a) (CONTINUED)

TABEL 1(a) (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	41	20	48	93	90000	150000	228000	93	153800	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Management consultant	41	20	48	45	140000	200000	250000	45	200000	•Bestuurskonsultant
•Public relations, liaison officer	41	18	47	12	65000	76000	94500	12	87200	•Openbare betrekkinge,skakelbeampte
•Training officer, consultant	42	20	44	12	69000	91000	144000	12	91000	•Opleidingsbeampte, -konsultant
•Personnel / HR officer	41	17	48	14	100000	135000	180000	14	146400	•Personeel- / MH-beampte
Personnel / HR consultant	41	17	48	14	100000	135000	180000	14	146400	Personeel / MH-konsultant
165 ACCOUNTING & FINANCIAL OCCUPATIONS	43	23	46	757	108000	180000	250000	743	181200	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	45	24	46	452	120000	200000	280000	442	200000	•Rekenmeester (GR)
•Accountant and auditor (not CA)	48	29	46	26	100000	145000	180000	26	148600	•Rekenmeester en ouditeur (nie GR)
•Accountant (not CA)	39	18	46	105	60000	80000	120000	104	89200	•Rekenmeester (nie GR)
•Auditor, internal auditor	45	25	46	97	130000	200000	274000	95	223900	•Ouditeur, interne ouditeur
•Accounting & financial n.e.c.	42	21	46	77	120000	180000	250000	76	200000	•Rekeningkundig & finansieel n.e.g.
Income-tax consultant, advisor	41	17	46	14	160000	200000	300000	14	205300	Inkomstebelastingkonsultant,advis.
Financial advisor, consultant	42	22	48	57	120000	180000	250000	56	196000	Finansiële adviseur, konsultant
•Book keeper, financial clerk	43	19	45	13	50000	60000	84000	13	66000	•Boekhouer, finansiële klerk
166 ECONOMIC OCCUPATIONS	43	20	49	56	73500	127500	225000	54	130000	EKONOMIESE BEROEPE
•Economist	45	24	51	19	120000	150000	250000	19	170000	•Ekonoom
•Economic occupations n.e.c.	40	18	48	37	64000	120000	216000	35	120000	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	44	22	41	15	50000	79000	150000	14	104000	Bemarkingsadviseur,navorser,analis
Business consultant, analyst	40	18	50	22	75000	125000	245000	21	130000	Besigheidsadviseur, analis
35 SALES OCCUPATIONS	42	19	48	487	60000	100000	180000	479	110000	VERKOOPSBEROEPE
•Working proprietor (trade)	41	19	50	176	49500	87500	146400	174	96000	•Werkende eienaar(klein&groothandel)
•Working proprietor (other)	42	18	51	155	50000	96000	168200	154	97000	•Werkende eienaar (ander)
•Sales person	38	17	51	12	36000	72000	110000	11	85000	•Verkoopswerker
•Stock broker	47	20	46	15	180000	402000	700000	14	449900	•Aandelemakelaar
•Insurance broker,consultant	41	19	48	54	74700	120000	180000	52	131500	•Versekeringsmakelaar,konsultant
Insurance broker	42	20	48	38	78000	120000	180000	36	142000	Versekeringsmakelaar
•Estate agent,property broker,developer	48	21	45	59	67200	133000	240000	58	142200	•Eiendomsagent,makelaar,ontwikkelaar
Estate agent	48	20	43	29	50000	72000	132000	29	80000	Eiendomsagent
Property broker	49	25	44	11	120000	238000	300000	11	238000	Eiendomsmakelaar
Property developer	43	21	46	19	141000	220000	360000	18	244000	Eiendomsontwikkelaar
•Representative, agent n.e.c.	46	21	42	11	70000	80000	110000	11	94000	•Verteenwoordiger, agent n.e.g.
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

BEST COPY AVAILABLE

HSRC RGN

TABLE 1(b)

TABEL 1(b)

MEDIAN INCOME OF GRADUATE MEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

MEDIAANINKOMSTE VAN GEGRADUEERDE MANS WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

MALE EMPLOYEES: PUBLIC SECTOR

MANLIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	36	13	40	158	53900	70300	89500	135	91600	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Management consultant	47	26	42	11	89500	110500	123400	10	142800	•Bestuurskonsultant
•Public relations, liaison officer	39	14	42	31	45800	65000	87800	28	78600	•Openbare betrekkinge,skakelbeampte
Liaison officer	38	14	46	18	45800	72800	88000	18	88600	Skakelbeampte
Public relations officer	40	9	40	13	54500	61000	68600	10	69500	Openbare betrekkinge beampte
•Training officer, consultant	35	12	42	39	60000	70400	87900	31	100000	•Opleidingsbeampte, -konsultant
Training officer	35	12	42	34	60000	70100	84000	26	98400	Opleidingsbeampte
•Personnel / HR officer	33	9	39	56	44800	63600	85600	49	77000	•Personeel- / MH-beampte
•Work study / O&M officer	36	10	38	18	64300	77600	95500	14	102500	•Werkstudiebeampte / O & M -beampte
165 ACCOUNTING & FINANCIAL OCCUPATIONS	31	9	38	253	59000	80000	106200	231	108700	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	32	8	37	21	90300	105100	122100	21	137000	•Rekenmeester (GR)
•Accountant (not CA)	35	13	38	89	63800	80700	104100	83	112200	•Rekenmeester (nie GR)
Accountant (not CA)	35	13	38	78	62100	79400	104000	74	110200	Rekenmeester (nie GR)
Management accountant (not CA)	32	14	38	11	76700	87400	110500			Bestuursrekenmeester (nie GR)
•Auditor, internal auditor	31	9	38	63	50500	73500	107800	59	102500	•Ouditeur, interne ouditeur
Auditor	27	5	38	41	46000	60000	96000	38	81500	Ouditeur
Internal auditor	35	13	37	22	76800	87600	117700	21	134900	Interne ouditeur
•Accounting & financial n.e.c.	28	6	37	79	51600	71000	97600	67	88300	•Rekeningkundig & finansieel n.e.g.
Income-tax officer, tax officer	28	6	37	57	46200	63000	92000	48	79600	Inkomstebelastingbeampte
Financial officer	40	21	39	18	79800	88700	112000	17	122000	Finansiële beampte
166 ECONOMIC OCCUPATIONS	35	11	39	75	66000	87300	136000	68	116100	EKONOMIESE BEROEPE
•Economist	37	11	39	59	67700	93100	136200	54	120300	•Ekonoom
Economist	37	13	39	25	70400	88800	116600	22	115800	Ekonoom
Agricultural economist	29	8	38	13	66000	72400	121400	12	111000	Landbou-ekonoom
Economic researcher	34	11	37	12	73500	101500	147900	11	116500	Ekonomiese navorser
•Economic occupations n.e.c.	32	8	43	16	60400	72700	100300	14	106600	•Ekonomiese beroepe n.e.g.
Business consultant, analyst	30	8	44	10	53000	68300	88900			Besigheidsadviseur, analis
OCCUPATION	A	E	H	N**	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

TABLE 1(b) (CONTINUED)

TABEL 1(b) (VERVOLG)

MALE EMPLOYEES: PRIVATE SECTOR

MANLIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	34	10	44	250	63800	83300	117000	223	114800	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Industrial relations, labour officer	32	7	42	21	65000	85400	106800	19	120100	•Arbeids-,nywerheidsverhoudinge beampte
•Management consultant	34	10	46	46	102700	130000	173300	41	158800	•Bestuurskonsultant
•Public relations, liaison officer	35	12	46	26	55200	75100	112100	23	111700	•Openbare betrekkinge,skakelbeampte
•Training officer, consultant	34	11	42	50	63800	81400	99900	43	111300	•Opleidingsbeampte, -konsultant
Training officer	34	10	42	38	59800	75100	96300	33	98200	Opleidingsbeampte
Training consultant	40	16	40	12	92800	98800	123000	10	141800	Opleidingskonsultant
•Personnel / HR officer	34	10	43	97	58500	73200	96400	87	102000	•Personeel- / MH-beampte
Personnel officer	33	8	43	70	55000	67100	77900	62	88600	Personeelbeampte
Personnel / HR consultant	39	17	46	27	91000	115000	144000	25	154000	Personeel / MH-konsultant
165 ACCOUNTING & FINANCIAL OCCUPATIONS	31	8	42	1060	54000	89600	129700	971	116000	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	32	10	43	215	95000	125000	174800	195	157000	•Rekenmeester (GR)
•Accountant (not CA)	33	11	42	387	66000	88000	115700	359	116600	•Rekenmeester (nie GR)
Accountant (not CA)	33	11	42	246	61600	84400	111400	225	109300	Rekenmeester (nie GR)
Management accountant (not CA)	32	10	43	82	74000	104500	126500	77	139000	Bestuursrekenmeester (nie GR)
Financial accountant (not CA)	33	10	42	59	72700	85200	106600	57	118000	Finansiële rekenmeester (nie GR)
•Auditor, internal auditor	30	8	39	134	56000	85600	115000	121	112900	•Ouditeur, interne ouditeur
Auditor	27	5	39	64	47800	62700	92200	56	76300	Ouditeur
Internal auditor	33	11	40	70	79200	100800	122500	65	142000	Interne ouditeur
•Articled clerk with accountant/auditor	24	2	38	169	24400	30600	45000	155	37700	•Leerlingrekenmeester/ouditeur
•Accounting & financial n.e.c.	34	11	44	155	76500	126000	161000	141	155300	•Rekeningkundig & finansieel n.e.g.
Income-tax consultant, advisor	31	9	43	24	76300	137000	155000	21	160000	Inkomstebelastingkonsultant
Financial assistant	36	6	42	17	57400	72000	96200	15	80200	Finansiële assistent
Financial controller	38	15	46	22	97900	138400	180800	22	191100	Finansiële kontroleur
Financial advisor, consultant	36	13	43	64	102000	144000	198400	58	172800	Finansiële adviseur, konsultant
Investment advisor, analyst	32	10	45	11	92000	145000	171900	10	158000	Beleggingsadviseur, -analis
•Book keeper, financial clerk	28	5	38	42	30600	42800	74700	40	48800	•Boekhouer, finansiële klerk
166 ECONOMIC OCCUPATIONS	35	10	42	141	76000	94000	130000	129	132000	EKONOMIESE BEROEPE
•Economist	35	11	42	51	83500	116000	170200	47	149000	•Ekonoom
Economist	37	12	42	18	90900	118500	170000	19	153000	Ekonoom
Agricultural economist	32	7	43	14	61200	82600	112500	13	119000	Landbou-ekonoom
•Economic occupations n.e.c.	34	10	42	90	72000	89800	113000	82	124000	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	35	10	43	50	68400	84900	108500	47	114100	Bemarkingsadviseur,navorser,analis
Business consultant, analyst	34	10	42	40	80200	92900	114000	35	128500	Besigheidsadviseur, -analis
35 SALES OCCUPATIONS	35	12	45	223	58000	88000	135000	191	118000	VERKOOPSBEROEPE
•Retail,wholesale, motor trade manager	33	9	47	51	56200	94900	117300	48	108700	•Klein,groot & motorhandelbestuurder
•Sales person	31	7	44	23	45500	63600	76000	16	69300	•Verkoopswerker
•Stock broker	36	11	49	10	146000	210000	291000			•Aandelemakelaar
•Insurance broker,consultant	42	16	43	68	66700	116400	168000	60	139100	•Versekeringsmakelaar,konsultant
Insurance broker	46	18	44	12	58000	99300	210000	12	125200	Versekeringsmakelaar
Insurance advisor, consultant	38	16	42	23	71500	120000	180000	18	152100	Versekeringsadviseur, konsultant
Insurance representative	44	20	42	18	48500	88000	157000	16	93100	Versekeringsverteenwoordiger
•Estate agent,property broker,developer	38	14	46	23	50500	78000	178400	20	113000	•Eiendomsagent,makelaar,ontwikkelaar
Estate agent	34	13	46	12	44000	60500	80300	10	91300	Eiendomsagent
Property developer	41	19	49	10	112100	169200	240000			Eiendomsontwikkelaar
•Sales representative	32	10	42	17	48000	63000	84200	14	96500	•Verkoopsverteenwoordiger
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

TABLE 1(b) (CONTINUED)

SELF-EMPLOYED MEN

TABEL 1(b) (VERVOLG)

SELFGEËMPLOJEERDE MANS

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	42	20	48	67	120000	169000	250000	67	180000	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Management consultant	40	20	48	40	150000	200000	263000	40	214000	•Bestuurskonsultant
•Personnel / HR consultant	44	22		10	60000	135000	160000	10	135000	•Personeel- / MH-konsultant
165 ACCOUNTING & FINANCIAL OCCUPATIONS	45	24	46	703	120000	180000	267000	689	192000	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	45	24	46	424	120000	200000	285000	414	200000	•Rekenmeester (GR)
•Accountant and auditor (not CA)	49	29	46	25	100000	150000	180000	25	157200	•Rekenmeester en ouditeur (nie GR)
•Accountant (not CA)	40	18	46	86	63000	94000	140000	85	100000	•Rekenmeester (nie GR)
•Auditor, internal auditor	45	26	46	94	130000	197500	274000	92	211900	•Ouditeur, interne ouditeur
•Accounting & financial n.e.c.	42	22	46	74	120000	185000	250000	73	200000	•Rekeningkundig & finansieel n.e.g.
Income-tax consultant, advisor	41	18	46	13	175000	200000	300000	13	210500	Inkomstebelastingkonsultant
Financial advisor, consultant	42	23	48	55	120000	180000	300000	54	200000	Finansiële adviseur, konsultant
166 ECONOMIC OCCUPATIONS	43	20	51	45	80000	131000	230000	44	140500	EKONOMIESE BEROEPE
•Economist	45	22	51	17	120000	150000	220000	17	170000	•Ekonoom
•Economic occupations n.e.c.	42	20	52	28	77000	120000	235000	27	120000	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	46	23	51	10	50000	120000	150000			Bemarkingsadviseur,navorser,analis
Business consultant, analyst	40	19	52	18	80000	130500	245000	18	130500	Besigheidsadviseur, -analis
35 SALES OCCUPATIONS	43	20	50	343	70000	117000	200000	337	124800	VERKOOPSBEROEPE
•Working proprietor (trade)	43	20	54	117	60000	105000	150000	115	120000	•Werkende eienaar(klein&groothandel)
•Working proprietor (other)	43	20	52	101	60000	100000	180000	102	101000	•Werkende eienaar (ander)
•Sales person	34	13	53	11	42000	72000	120000	10	87500	•Verkoopswerker
•Stock broker	48	20	45	14	250000	428800	700000	13	478100	•Aandelemakelaar
•Insurance broker,consultant	42	20	48	46	78000	120000	200000	44	142000	•Versekeringsmakelaar,konsultant
Insurance broker	44	21	49	32	90900	125000	190000	30	150000	Versekeringsmakelaar
•Estate agent,property broker,developer	49	25	45	40	115000	147000	266000	39	150000	•Eiendomsagent,makelaar,ontwikkelaar
Estate agent	51	30	43	14	60000	115000	132000	14	118000	Eiendomsagent
Property developer	43	21	46	19	141000	220000	360000	18	244000	Eiendomsontwikkelaar
•Representative, agent n.e.c.	45	19	40	10	70000	80000	110000	10	93600	•Verteenwoordiger, agent n.e.g.
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

BEST COPY AVAILABLE

HSRC RGN

TABLE 1(c)

MEDIAN INCOME OF GRADUATE WOMEN WORKING FULL TIME ACCORDING TO EMPLOYER SECTOR AND OCCUPATION

TABEL 1(c)

MEDIAANINKOMSTE VAN GEGRADUEERDE VROUE WAT VOLTYDS WERK VOLGENS WERKGEWERSEKTOR EN BEROEP

FEMALE EMPLOYEES: PUBLIC SECTOR

VROULIKE WERKNEMERS: OPENBARE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N**	25%	Me	75%	N**	Me	
164 PERSONNEL & MANAGEMENT SERVICES	30	7	39	208	38900	52500	64800	152	60100	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Public relations, liaison officer	32	8	42	85	36800	49700	61400	57	55600	•Openbare skakelbeampte
Liaison officer	32	9	42	45	40200	47600	58500	29	53400	Skakelbeampte
Public relations officer	31	7	41	40	33600	52300	70100	28	60200	Openbare betrekkinge beampte
•Training officer	32	9	38	35	48700	57600	67200	24	65900	•Opleidingsbeampte
•Personnel / HR officer	27	6	38	65	32900	51700	65000	52	62500	•Personeel- / MH-beampte
•Work study / O&M officer	32	10	38	16	55900	61600	71600	13	72800	•Werkstudiebeampte / O&M beampte
165 ACCOUNTING & FINANCIAL OCCUPATIONS	27	6	38	93	42300	57000	71700	80	68700	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (not CA)	28	6	38	23	49300	64500	78800	21	75200	•Rekenmeester (nie GR)
•Auditor, internal auditor	26	5	38	18	48200	59700	71700	17	80000	•Ouditeur, interne ouditeur
Auditor	25	4	38	11	48200	58500	70100	10	69700	Ouditeur
•Accounting & financial n.e.c. *	27	6	37	46	38700	54000	65300	39	65300	•Rekeningkundig & finansieel n.e.g.*
Income-tax officer, tax officer	26	6	37	34	37700	54000	61500	28	60300	Inkomstebelastingbeampte
166 ECONOMIC OCCUPATIONS	28	6	42	35	50200	58700	81400	31	79000	EKONOMIESE BEROEPE
•Economist	30	7	42	16	56400	76400	93100	13	87700	•Ekonoom
•Economic occupations n.e.c.	26	4	41	19	48900	54200	68300	18	63600	•Ekonomiese beroepe n.e.g.
Business consultant, analyst	26	4	39	12	43800	53700	67400	11	62600	Besigheidsadviseur, -analis
OCCUPATION	A	E	H	N**	25%	Me	75%	N**	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

** N : Number of persons in category on which median income is based
N : Getal persone in kategorie waarop mediaaninkomste gebaseer is

* n.e.c. : not elsewhere classified
n.e.g. : nie elders geklassifiseer

(Continued)

(Vervolg)

BEST COPY AVAILABLE

TABLE 1(c) (CONTINUED)

TABEL 1(c) (VERVOLG)

FEMALE EMPLOYEES: PRIVATE SECTOR

VROULIKE WERKNEMERS: PRIVATE SEKTOR

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	27	5	42	202	45200	59200	75800	171	69300	PERSONEEL- EN BESTUURSDIENSBEROEPE
•Management consultant	28	6	46	14	61500	87300	106000	11	113300	•Bestuurskonsultant
•Public relations, liaison officer	27	5	42	46	35600	49100	70200	36	56500	•Openbare skakelbeampte
Liaison officer	26	4	42	16	28400	43900	62100	13	45200	Skakelbeampte
Public relations officer	29	6	43	30	43400	53600	70200	23	58800	Openbare betrekkinge beampte
•Training officer, consultant	28	6	39	46	46000	60700	77100	38	70200	•Opleidingsbeampte, -konsultant
Training officer	28	6	39	37	45200	59600	75400	30	69100	Opleidingsbeampte
•Personnel / HR officer	26	5	41	86	44100	57700	72000	77	70400	•Personeel- / MH-beampte
Personnel officer	26	4	41	64	39500	52300	66800	57	65400	Personeelbeampte
Personnel / HR consultant	31	9	43	22	54800	78700	102900	20	95700	Personeel / MH-konsultant
165 ACCOUNTING & FINANCIAL OCCUPATIONS	27	6	39	405	40000	59600	81300	350	69500	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	28	7	42	62	65400	87200	108100	55	109600	•Rekenmeester (GR)
•Accountant (not CA)	29	8	40	170	48600	65000	78800	149	75600	•Rekenmeester (nie GR)
Accountant (not CA)	29	7	39	137	45500	60000	74800	121	69100	Rekenmeester (nie GR)
Financial accountant (not CA)	29	9	42	25	64300	73700	87200	21	94600	Finansiële rekenmeester (nie GR)
•Auditor, internal auditor	28	7	40	36	49400	64700	88000	30	78400	•Ouditeur, interne ouditeur
Auditor	28	7	39	16	42200	62400	95700	14	72000	Ouditeur
Internal auditor	28	7	40	20	55000	66500	87000	16	86000	Interne ouditeur
•Articled clerk with accountant/auditor	23	2	38	96	24200	32500	43900	88	37500	•Leerlingrekenmeester/-ouditeur
•Accounting & financial n.e.c.	29	7	40	40	52900	76800	120000	28	83700	•Rekeningkundig & finansieel n.e.g.
Financial advisor, consultant	28	5	44	12	59500	95000	152400			Finansiële adviseur, konsultant
•Book keeper, financial clerk	27	5	38	66	25200	39000	48000	52	42500	•Boekhouer, finansiële klerk
166 ECONOMIC OCCUPATIONS	28	6	42	86	45900	65000	83000	75	76800	EKONOMIESE BEROEPE
•Economist	29	4	41	16	45000	63500	85500	15	67400	•Ekonoom
•Economic occupations n.e.c.	28	6	42	70	48800	65200	82000	60	79300	•Ekonomiese beroepe n.e.g.
Marketing advisor, researcher,analyst	28	6	42	51	42500	59300	72000	44	68100	Bemarkingsadviseur,navorser,analis
Business consultant, analyst	30	7	42	19	62400	75800	118000	16	108700	Besigheidsadviseur, analis
35 SALES OCCUPATIONS	30	6	41	134	42000	57900	71100	108	68100	VERKOOPSBEROEPE
•Retail,wholesale, motor trade manager	29	6	48	14	36400	52800	90000	14	55700	•Klein, groot & motorhandelbestuurde
•Sales person	25	5	42	22	27300	43800	60000	15	52900	•Verkoopswerker
•Insurance broker,consultant	32	9	38	33	45000	62400	109000	26	81400	•Versekeringsmakelaar,konsultant
•Estate agent	36	8	46	19	50000	60500	71100	12	60000	•Eiendomsagent
•Sales representative	27	5	41	10	33800	42000	63000			•Verkoopsverteenwoordiger
•Medical representative	31	9	38	20	56600	62800	68900	17	79700	•Mediese verteenwoordiger
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

(Continued)

(Vervolg)

HSRC RGN

TABLE 1(c) (CONTINUED) TABEL 1(c) (VERVOLG)

SELF-EMPLOYED WOMEN SELFGEËMPLOJEERDE VROUE

OCCUPATION	MEDIAN #			SALARY				PACKAGE		BEROEP
	A	E	H	N	25%	Me	75%	N	Me	
164 PERSONNEL & MANAGEMENT SERVICES	38	18	48	25	72000	90000	136000	25	106800	PERSONEEL- EN BESTUURSDIENSBEROEPE
165 ACCOUNTING & FINANCIAL OCCUPATIONS	34	13	44	49	50000	85000	120000	49	96000	REKENINGKUNDIGE & FINANSIËLE BEROEPE
•Accountant (CA)	34	14	42	24	82500	103300	190000	24	110900	•Rekenmeester (GR)
•Accountant (not CA)	33	12	46	19	40000	60000	78000	19	60000	•Rekenmeester (nie GR)
166 ECONOMIC OCCUPATIONS	40	18	38	11	51600	72000	180000	10	76000	EKONOMIESE BEROEPE
35 SALES OCCUPATIONS	39	16	47	131	36000	60000	120000	129	70900	VERKOOPSBEROEPE
•Working proprietor (trade)	39	16	46	52	36000	60000	84000	52	71400	•Werkende eienaar-klein &groothandel
•Working proprietor (other)	39	15	48	50	36000	60000	130000	48	63100	•Werkende eienaar-ander
•Estate agent,property broker,developer	41	15	46	18	50000	63600	140000	18	72600	•Eiendomsagent,makelaar,ontwikkelaar
Estate agent	38	15	47	15	48500	60000	133000	15	60000	Eiendomsagent
OCCUPATION	A	E	H	N	25%	Me	75%	N	Me	BEROEP
	MEDIAAN#			SALARIS				PAKKET		

\# Median value of: A = Age E = Years work experience H = Hours worked per week
Mediaanwaarde van: A = Ouderdom E = Jare werkervaring H = Ure per week gewerk

TABLE 2

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, REGION AND EMPLOYER SECTOR

TABEL 2

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, GEOGRAFIESE GEBIED EN WERKGEWERSEKTOR

GEOGRAPHICAL REGION**	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
Johannesburg	9	11	80600			8	105	78400	87	100600	20	36	174500	35	180000	Johannesburg
Pretoria	10	149	58900	111	73900	11	50	90500	43	111700	19	10	190000	10	203000	Pretoria
Rest:Gauteng	10	31	61400	23	76200	9	70	73700	62	90600	16	10	150000	11	153800	Res:Gauteng
Mpumalanga						10	18	80600	18	107400						Oos-Transvaal
Northern Prov.	16	12	65400	11	75000											Noord-Prov.
North West	10	24	57500	22	65100	7	24	64600	23	75400						Noordwes
Durban,Pinetown	14	15	62800	12	93800	9	17	70200	15	82900						Durban,Pinetown
R:KwaZulu/Natal	9	14	52500	10	60400	10	16	57800	13	65900						R:KwaZulu/Natal
Eastern Cape	9	12	56500			5	27	55200	24	69400						Oos-Kaap
Cape Town	8	32	51100	26	68900	6	70	64200	64	79600	20	14	184000	14	206000	Kaapstad
R:Western Cape	8	15	68700	11	88900	9	22	65100	18	68800						Res:Wes-Kaap
Free State	8	35	55000	31	69200	7	21	64000	18	85900						Vrystaat
•Personnel / HR officer																•Personeel- / MH-beampte
Johannesburg						7	37	77000	34	85000						Johannesburg
Pretoria	6	48	46300	38	60900	11	20	74800	18	104800						Pretoria
Rest:Gauteng	8	14	72500	12	86200	8	31	69500	26	87400						Res:Gauteng
North West						7	15	65700	15	86500						Noordwes
Eastern Cape						4	13	49600	11	59900						Oos-Kaap
Cape Town	6	12	45600	12	59600	5	24	55300	22	73500						Kaapstad
Free State						10	12	71500	11	88800						Vrystaat
•Accountant (CA)																•Rekenmeester (GR)
Johannesburg						12	80	144000	70	177400	32	99	240000	97	250000	Johannesburg
Pretoria						8	29	112000	25	154100	20	34	232500	33	247700	Pretoria
Rest:Gauteng						9	26	131000	23	149800	24	46	180000	45	200000	Res:Gauteng
Mpumalanga											21	14	168000	14	168000	Oos-Transvaal
Northern Prov.											19	10	237500	10	261200	Noord-Prov.
North West											28	10	195000	11	200000	Noordwes
Durban,Pinetown						10	28	120100	25	156700	18	53	135000	51	143800	Durban,Pinetown
R:KwaZulu/Natal						10	12	107600	10	136600	24	34	180000	34	180000	R:KwaZulu/Natal
Eastern Cape						6	11	84000	11	92000	26	24	240000	23	240000	Oos-Kaap
Cape Town						9	55	96000	53	133400	25	70	158800	69	180000	Kaapstad
R:Western Cape											23	32	173000	30	190000	Res:Wes-Kaap
Free State											26	16	145000	15	145000	Vrystaat
•Accountant (not CA)																•Rekenmeester (nie GR)
Johannesburg						10	80	84300	77	109100	22	22	108500	22	110300	Johannesburg
Pretoria	10	26	75200	24	113100	8	54	82800	49	114400						Pretoria
Rest:Gauteng	12	20	88600	18	120600	10	107	83700	99	105300	16	12	85000	12	92800	Res:Gauteng
Mpumalanga						9	27	79000	25	106100						Oos-Transvaal
Northern Prov.						8	13	67300	13	85000						Noord-Prov.
North West						7	28	66000	24	84700						Noordwes
Durban,Pinetown						15	51	78000	46	100500	24	11	50000	10	60000	Durban,Pinetown
R:KwaZulu/Natal						14	31	87000	28	107000						R:KwaZulu/Natal
Eastern Cape						7	27	60000	24	62600						Oos-Kaap
Cape Town	10	13	87400	12	107700	9	55	78600	47	100000						Kaapstad
R:Western Cape						8	45	69000	43	87000	15	12	70000	12	80000	Res:Wes-Kaap
Northern Cape						8	10	94600								Noord Kaap
Free State	16	11	67500	11	83800	11	30	79400	26	85700						Vrystaat

GEOGRAPHICAL REGION	**	N	RAND	N	RAND		N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET		**	SALARIS		PAKKET		**	SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEEMPLOJEERD				

** See Page 5 for complete list of regions
** Kyk bladsy 5 vir volledige lys van gebiede
•• Median years work experience
•• Mediaan jare werkervaring
(Continued)
(Vervolg)

TABLE 2 (CONTINUED) TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
Auditor																**Ouditeur**
Johannesburg	5	17	60000	15	85900	6	19	80500	16	114600	33	22	220000	22	231900	Johannesburg
Pretoria						5	11	63000	11	77000	25	17	240000	17	240000	Pretoria
Rest:Gauteng						8	11	84000	10	88200						Res:Gauteng
Cape Town						4	17	49600	14	54900						Kaapstad
Internal auditor																**Interne ouditeur**
Johannesburg						14	16	123700	16	168100						Johannesburg
Pretoria						8	19	92100	17	132900						Pretoria
Rest:Gauteng						8	16	80100	15	106300						Res:Gauteng
Cape Town						8	11	89400								Kaapstad
•Articled clerk with accountant/auditor																**•Leerlingrekenmeester/ouditeur**
Johannesburg						2	48	47500	44	56500						Johannesburg
Pretoria						1	52	27500	50	32900						Pretoria
Rest:Gauteng						2	32	41400	31	48500						Res:Gauteng
Eastern Cape						2	24	24500	21	26500						Oos-Kaap
Cape Town						2	46	30200	42	34800						Kaapstad
R:Western Cape						2	14	39000	13	40200						Res:Wes-Kaap
Free State						1	13	24100	11	25800						Vrystaat
Financial advisor, consultant																**Finansiële adviseur, konsultant**
Johannesburg						11	17	145000	16	205300	19	18	215000	18	224700	Johannesburg
Pretoria						12	13	148200	10	197100						Pretoria
Rest:Gauteng						16	14	174300	12	211700						Res:Gauteng
Cape Town						8	16	107600	13	120000						Kaapstad
•Book keeper, financial clerk																**•Boekhouer, finansiële klerk**
Johannesburg						2	15	41300	14	43600						Johannesburg
Pretoria						3	14	47100	14	55700						Pretoria
Rest:Gauteng						5	11	40800	10	49500						Res:Gauteng
Cape Town						7	13	48000	11	48000						Kaapstad
R:Western Cape						4	10	37100								Res:Wes-Kaap
166 ECONOMIC OCCUPATIONS																**EKONOMIESE BEROEPE**
Johannesburg	9	12	95100	10	131000	9	51	81100	44	107100	20	17	180000	16	200100	Johannesburg
Pretoria	10	61	79700	55	104400	10	42	104900	44	157000	16	11	130000	10	140000	Pretoria
Rest:Gauteng						7	30	80500	26	112200						Res:Gauteng
Durban,Pinetown						8	17	85300	16	111500						Durban,Pinetown
Cape Town						10	34	83000	26	112500						Kaapstad
R:Western Cape						10	17	79300	15	83700						Res:Wes-Kaap

GEOGRAPHICAL REGION	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

TABLE 2 (CONTINUED)

TABEL 2 (VERVOLG)

GEOGRAPHICAL REGION	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					GEOGRAFIESE GEBIED
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
35 SALES OCCUPATIONS																VERKOOPSBEROEPE
Johannesburg						8	67	73400	58	88500	20	87	144000	85	162000	Johannesburg
Pretoria						8	61	70100	50	85900	20	62	120000	62	127300	Pretoria
Rest:Gauteng						10	45	70000	37	84000	15	55	108000	54	120000	Res:Gauteng
Mpumalanga											20	16	85000	16	108000	Oos-Transvaal
Northern Prov.											21	14	79900	12	105000	Noord-Prov.
North West						6	13	52000			21	20	100000	20	104000	Noordwes
Durban,Pinetown						9	31	65000	28	103700	18	29	85000	28	94200	Durban,Pinetown
R:KwaZulu/Natal						14	16	61500	15	89700	17	27	110000	25	110000	R:KwaZulu/Natal
Eastern Cape						20	17	66000	15	92200	20	27	90000	25	90000	Oos-Kaap
Cape Town						10	51	75000	40	100500	18	63	80000	63	87600	Kaapstad
R:Western Cape						11	25	62100	20	77500	17	53	60000	54	69000	Res:Wes-Kaap
Free State						13	20	60500	18	79900	21	25	70000	26	77500	Vrystaat
•Sales occupations: insurance, fixed property																•Verkoopsberoepe: versekering, vaste eiendom
Johannesburg						8	39	71500	35	103600	20	34	245000	33	245000	Johannesburg
Pretoria						15	26	105100	20	114100	21	18	120000	17	130000	Pretoria
Rest:Gauteng						12	21	91000	15	138400	15	15	140000	15	140000	Res:Gauteng
Durban,Pinetown						21	14	89300	13	115700						Durban,Pinetown
Cape Town						11	21	78500	16	141700	20	21	120000	21	149700	Kaapstad
R:Western Cape						13	13	76000	11	102800	15	11	75000	11	133000	Res:Wes-Kaap
Free State						14	11	77700								Vrystaat
GEOGRAPHICAL REGION	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	GEOGRAFIESE GEBIED
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

•• Median years work experience

•• Mediaan jare werkervaring

TABLE 3

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, POST LEVEL AND EMPLOYER SECTOR

TABEL 3

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, POSVLAK EN WERKGEWERSEKTOR

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
Junior	3	101	33800	77	42300	3	78	51600	67	59900						Junior
Middle	10	175	60600	139	74500	7	227	69500	200	87200						Middel
Senior	16	71	77000	58	100300	12	111	99900	101	129000	14	21	136000	21	168600	Senior
Top						19	16	138200	12	234100	20	63	165000	63	177000	Top
•Management consultant																•Bestuurskonsultant
Middle						5	21	106000	18	128800						Middel
Senior						12	28	144500	24	181200						Senior
Top											20	33	214000	33	235000	Top
•Public relations, liaison officer																•Openbare skakelbeampte
Junior	3	31	33400	21	38000	4	12	48600								Junior
Middle	10	59	52500	47	61300	5	39	54000	35	58200						Middel
Senior	18	21	73000	14	100300	10	11	64900								Senior
•Training officer, consultant																•Opleidingsbeampte, -konsultant
Junior	5	16	43200	13	50200	2	19	52000	18	72600						Junior
Middle	10	36	70300	25	100000	9	44	69200	36	81400						Middel
Senior	13	18	65000	15	86000	14	23	96300	21	125100						Senior
•Personnel / HR officer																•Personeel- / MH-beampte
Junior	3	42	32100	35	40200	3	33	49400	28	59500						Junior
Middle	10	57	60300	47	75300	8	105	66700	93	86500						Middel
Senior	11	15	75800	14	89400	11	37	80300	36	107200						Senior
Top											20	11	120000	11	142700	Top
•Accountant (CA)																•Rekenmeester (GR)
Middle						6	70	88600	65	112400						Middel
Senior	10	15	112900	14	151500	10	173	125000	154	159300	20	44	170000	43	170000	Senior
Top						21	31	181400	28	205500	24	375	200000	366	201400	Top
•Accountant (not CA)																•Rekenmeester (nie GR)
Trainee						2	267	30600	246	37500						Leerling
Junior	3	10	46000			3	40	53000	34	62400						Junior
Middle	8	48	75200	45	101400	8	241	72000	217	88900						Middel
Senior	16	46	84800	42	121500	13	225	90000	212	117400	13	14	62500	14	81900	Senior
Top						15	32	98000	29	126600	19	80	90000	79	95000	Top
•Auditor, internal auditor																•Ouditeur, interne ouditeur
Junior	4	21	52000	19	66500	2	10	41600								Junior
Middle	4	26	58000	24	72700	5	35	52200	30	67600						Middel
Senior	13	18	87600	17	123600	8	83	85700	74	110500	17	12	175000	11	200000	Senior
Top	16	18	111600	18	147600	13	37	115000	33	179400	26	82	200000	82	231900	Top

POST LEVEL / RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

TABLE 3 (CONTINUED) TABEL 3 (VERVOLG)

POST LEVEL	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					POS-VLAK
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
Income-tax officer, tax officer																Inkomstebelastingbeampte, belastingbea
Junior	3	23	40700	18	54000											Junior
Middle	6	52	59000	43	69200											Middel
Senior	10	14	92800	14	115600											Senior
Financial advisor, consultant																Finansiële adviseur, konsultant
Middle						9	31	112500	27	138500						Middel
Senior						12	31	149700	24	209400	15	12	141300	11	170000	Senior
Top											24	39	200000	39	200000	Top
166 ECONOMIC OCCUPATIONS																EKONOMIESE BEROEPE
Junior	3	22	53200	19	64700	2	28	48100	24	66200						Junior
Middle	9	53	79700	51	102500	7	123	78100	112	108200						Middel
Senior	19	24	99200	19	138100	14	53	100800	50	148000	19	12	122500	12	122500	Senior
Top						20	17	194000	14	217700	23	36	150000	35	170000	Top
•Economist																•Ekonoom
Junior	4	13	54200	11	66500	3	11	61200	10	83000						Junior
Middle	9	37	81400	35	111400	7	24	83000	25	117600						Middel
Senior	20	16	111800	13	156100	13	23	117000	21	176700						Senior
Top											24	12	210800	12	210800	Top
35 SALES OCCUPATIONS																VERKOOPSBEROEPE
Junior						5	79	50000	68	62300						Junior
Middle						8	126	66000	103	91800	17	14	60000	14	79600	Middel
Senior						15	99	90000	81	112700	16	48	102500	47	106000	Senior
Top						19	44	118700	40	138200	19	354	103000	348	120000	Top
•Insurance broker,consultant																•Versekeringsmakelaar,konsultant
Junior						8	21	48000	17	60000						Junior
Middle						11	36	73800	29	103600						Middel
Senior						22	28	123500	26	135700	17	10	115000	10	146500	Senior
Top											20	31	120000	30	147000	Top

POST LEVEL / RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	POS-VLAK
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

TABLE 4

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE AND EMPLOYER SECTOR

TABEL 4

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING EN WERKGEWERSEKTOR

YEARS WORK EXPE-RIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERK-ERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
< 3	40	53	32100	36	38500	42	70	40200	61	49000						< 3
3 - 7	38	104	44400	83	54600	42	158	61400	132	78900						3 - 7
8 - 12	40	67	65000	53	81700	42	96	74100	83	101500	49	21	120000	21	176500	8 - 12
13 - 17	41	57	63100	50	78300	42	47	81000	45	117600	39	22	149000	22	149000	13 - 17
18 - 22	40	31	70900	23	95900	46	48	94300	45	123000	48	13	150000	13	150000	18 - 22
23+	41	62	78000	48	100200	42	50	100000	40	145100	46	43	136000	42	136000	23+
•Public relations, liaison officer																•Openbare betrekkinge, skakelbeampte
< 3	41	18	31000	12	33900	43	17	33000	17	39400						< 3
3 - 7	41	35	42500	27	49200	42	24	52500	17	58200						3 - 7
8 - 12	41	16	58500	11	61800	42	14	57600	11	65900						8 - 12
13 - 17	42	21	67700	18	87000											13 - 17
18 - 22	41	13	63000													18 - 22
23+	43	15	73000	10	83800	41	10	87800								23+
•Training officer, consultant																•Opleidingsbeampte, -konsultant
< 3						40	19	42700	15	50900						< 3
3 - 7	38	24	53200	18	62800	42	26	60400	22	78700						3 - 7
8 - 12	42	17	70000	13	84600	42	22	74200	17	90700						8 - 12
18 - 22						42	14	96300	11	129000						18 - 22
23+	42	18	82500	12	101800	41	11	99900								23+
•Personnel / HR officer																•Personeel- / MH-beampte
< 3	38	26	31400	19	40200	41	26	39200	22	47300						< 3
3 - 7	38	37	45500	32	55500	42	69	58000	61	75400						3 - 7
8 - 12	38	19	67900	16	84700	42	35	72000	32	89600						8 - 12
13 - 17	38	24	54200	21	72900	42	22	77000	22	99500						13 - 17
18 - 22						42	16	75400	17	100600						18 - 22
23+	37	14	78600	12	108800	42	20	89300	15	132200						23+
•Accountant (CA)																•Rekenmeester (GR)
< 3						42	15	36800	13	43000						< 3
3 - 7						42	99	95000	90	121100	45	25	120000	23	120000	3 - 7
8 - 12						46	58	133200	46	163000	46	49	150000	47	162000	8 - 12
13 - 17						44	34	132000	32	183800	47	62	150000	61	161900	13 - 17
18 - 22						43	23	130400	23	184900	46	64	200000	63	200000	18 - 22
23+						42	54	139000	52	170300	43	280	200000	276	204400	23+
•Accountant (not CA)																•Rekenmeester (nie GR)
< 3	38	11	45200			40	58	46500	52	53600						< 3
3 - 7	38	25	63000	23	82200	42	159	65000	143	77400	47	12	68800	12	80700	3 - 7
8 - 12	38	28	77900	25	105900	41	145	76100	134	106400	47	29	78000	28	89200	8 - 12
13 - 17	41	14	77100	12	107300	42	89	93300	82	118300	44	18	88000	18	90000	13 - 17
18 - 22	39	13	89000	13	129300	42	58	103600	52	126700	47	20	76000	20	82000	18 - 22
23+	38	23	104100	22	137200	41	77	112400	69	147200	44	38	80000	38	81000	23+

YEARS WORK EXPE-RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median hours worked per week (Continued)

** Mediaan ure per week gewerk (Vervolg)

BEST COPY AVAILABLE HSRC RGN

TABLE 4 (CONTINUED) TABEL 4 (VERVOLG)

YEARS WORK EXPERIENCE	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					JARE WERKERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Auditor, internal auditor																•Ouditeur, interne ouditeur
< 3	38	12	39500	10	48200	41	23	42100	20	43600						< 3
3 - 7	38	32	60100	29	80100	38	65	71200	58	87000						3 - 7
8 - 12						40	33	96700	31	142000	46	11	174000	11	181300	8 - 12
13 - 17	38	12	92200	12	130900	37	18	104800	14	151300	47	15	180000	13	200000	13 - 17
18 - 22											46	13	240000	13	240000	18 - 22
23+	42	13	112000	13	151400	39	23	115100	20	161900	45	57	200000	57	236000	23+
•Book keeper, financial clerk																•Boekhouer, finansiële klerk
< 3						38	32	31500	28	40300						< 3
3 - 7						38	47	36000	38	44600						3 - 7
8 - 12						38	24	41500	21	41500						8 - 12
13 - 17						23	11	36000								13 - 17
23+						36	12	41500								23+
166 ECONOMIC OCCUPATIONS																EKONOMIESE BEROEPE
< 3	39	10	45000			42	36	46200	30	62700						< 3
3 - 7	39	38	65200	34	82200	42	75	73400	72	97700						3 - 7
8 - 12	41	22	83700	21	108700	42	47	94700	40	134600						8 - 12
13 - 17						42	25	90000	22	126200						13 - 17
18 - 22						43	27	106600	25	148900	44	14	125500	14	125500	18 - 22
23+	42	27	120000	24	174300	42	27	120000	22	157400	44	29	135700	29	150000	23+
•Economist																•Ekonoom
3 - 7	38	25	66000	21	82800	42	19	80600	21	111600						3 - 7
8 - 12	39	13	87300	12	115700	42	17	117000	15	148700						8 - 12
23+	42	24	120700	23	172100	44	11	187000			49	10	155000	10	190100	23+
35 SALES OCCUPATIONS																VERKOOPSBEROEPE
< 3						42	53	40400	41	48100	48	13	30000	13	30000	< 3
3 - 7						42	105	60000	88	75200	48	87	60000	84	60000	3 - 7
8 - 12						42	74	69000	62	89400	48	83	80000	79	87300	8 - 12
13 - 17						44	45	79300	37	99500	47	81	80000	80	91000	13 - 17
18 - 22						46	30	122500	25	150800	47	107	100000	105	100000	18 - 22
23+						44	75	108400	65	132900	46	181	120000	180	121000	23+

YEARS WORK EXPERIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERKERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET			
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median hours worked per week ** Mediaan ure per week gewerk

HSRC RGN

TABLE 5

MEDIAN INCOME OF GRADUATES ACCORDING TO OCCUPATION, WORKING HOURS AND EMPLOYER SECTOR

TABEL 5

MEDIAAN INKOMSTE VAN GEGRADUEERDES VOLGENS BEROEP, WERKURE EN WERKGEWERSEKTOR

WORKING HOURS	PUBLIC SECTOR				PRIVATE SECTOR				SELF-EMPLOYED				WERK-URE
	SALARY		PACKAGE		SALARY		PACKAGE		SALARY		PACKAGE		
	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES													**PERSONEEL- EN BESTUURSDIENSBEROEPE**
15 - 29	15	43600	11	43600	13	50200	10	55100	10	95500	10	95500	15 - 29
30 - 44	254	57000	203	69400	268	66100	233	82900	24	120000	23	120000	30 - 44
45+	95	65500	76	83800	182	81300	160	104300	62	166000	63	180000	45+
•Accountant (CA)													•Rekenmeester (GR)
1 - 14									14	53400	14	53400	1 - 14
15 - 29									27	80000	27	89000	15 - 29
30 - 44	19	105100	18	139700	158	101700	144	129400	185	180000	183	180000	30 - 44
45+					115	130400	102	166000	252	202500	244	220000	45+
•Accountant (not CA)													•Rekenmeester (nie GR)
15 - 29					28	37700	21	44000	13	40000	13	40000	15 - 29
30 - 44	95	76800	88	105200	391	74100	354	92600	34	80000	34	80000	30 - 44
45+	16	85500	16	125400	165	93100	155	120000	66	90000	65	96000	45+
Financial advisor, consultant													Finansiële adviseur, konsulant
15 - 29									11	100000	11	100000	15 - 29
30 - 44					35	127000	32	157800	18	150000	17	160000	30 - 44
45+					37	144000	31	179400	36	185000	36	200000	45+
35 SALES OCCUPATIONS													**VERKOOPSBEROEPE**
1 - 14									32	12500	32	15500	1 - 14
15 - 29					19	24300	15	42800	68	44000	66	48000	15 - 29
30 - 44					202	63700	170	83100	137	96000	137	96000	30 - 44
45+					157	88000	132	110000	322	100000	314	117900	45+

WORKING HOURS	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	N	RAND	WERK-URE
	SALARIS		PAKKET		SALARIS		PAKKET		SALARIS		PAKKET		
	OPENBARE SEKTOR				PRIVATE SEKTOR				SELFGEËMPLOJEERD				

TABLE 6

MEDIAN INCOME OF FULL TIME EMPLOYEES AND SELF-EMPLOYED PERSONS ACCORDING TO OCCUPATION AND ECONOMIC SECTOR

TABEL 6

MEDIAAN INKOMSTE VAN VOLTYDSE WERKNEMERS EN SELFGEËMPLOJEERDE PERSONE VOLGENS BEROEP EN EKONOMIESE SEKTOR

ECONOMIC SECTOR**	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR**
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
Agriculture	9	22	55500	19	70000						8	23	56400	20	74300	Landbou
Mining	10	55	72800	49	100000						10	55	72800	49	100000	Mynbou
Manufacturing	9	86	67700	78	80000	20	10	170000			10	96	71200	87	82000	Fabriekswese
Electricity	10	46	78300	42	119400						10	46	78300	42	119400	Elektrisiteit
Commerce	4	27	56400	25	80400						5	28	54700	26	78800	Handel
Transport	8	68	62200	55	79400						8	69	61600	56	77700	Vervoer
Finance,business	8	181	75800	152	99900	17	42	150000	43	176500	10	223	85000	195	113500	Besigheiddiens
Community serv.	8	305	56500	237	67500	20	22	86000	22	101400	9	327	58500	259	69200	Gemeenskapsdie
•Management consultant																•Bestuurskonsultant
Finance,business	9	49	120000	41	157000	16	25	169000	26	197000	11	74	144800	67	162000	Besigheiddiens
Community serv.	28	10	111100								24	14	112700	13	146000	Gemeenskapsdie
•Public relations, liaison officer																•Openbare skakelbeampte
Manufacturing	9	10	60300	10	62400						9	10	60300	10	62400	Fabriekswese
Transport	13	27	52400	17	61800						11	28	52300	18	60200	Vervoer
Finance,business	8	24	54400	18	74700						9	29	61400	23	86800	Besigheiddiens
Community serv.	8	102	49900	76	57100						8	106	51800	80	58800	Gemeenskapsdie
•Training officer, consultant																•Opleidingsbeampte, -konsultant
Mining	10	10	85400								10	10	85400			Mynbou
Manufacturing	9	17	75400	16	89700						10	18	75800	17	91100	Fabriekswese
Electricity	15	12	77200	10	122800						15	12	77200	10	122800	Elektrisiteit
Transport	9	12	69600	12	93400						9	12	69600	12	93400	Vervoer
Finance,business	8	40	61800	32	78700						10	44	64600	36	84500	Besigheiddiens
Community serv.	8	62	64300	44	79700						9	68	65000	50	77200	Gemeenskapsdie
•Personnel / HR officer																•Personeel- / MH-beampte
Mining	9	38	70900	35	97400						9	38	70900	35	97400	Mynbou
Manufacturing	10	51	65200	45	76200						10	53	66600	47	77800	Fabriekswese
Electricity	12	16	73700	14	103600						12	16	73700	14	103600	Elektrisiteit
Transport	6	21	69200	19	87700						6	21	69200	19	87700	Vervoer
Finance,business	6	57	65900	50	84500						6	61	66600	54	84800	Besigheiddiens
Community serv.	6	98	51800	82	62500						6	103	52500	87	63600	Gemeenskapsdie
•Accountant (CA)																•Rekenmeester (GR)
Agriculture											17	15	127400	14	179100	Landbou
Mining	10	11	114900								10	12	120000	10	166600	Mynbou
Manufacturing	16	56	132800	53	163300	21	11	150000	11	197000	17	67	133000	64	164900	Fabriekswese
Commerce	10	42	124000	37	162700	26	15	180000	15	180000	12	57	135700	52	163900	Handel
Finance,business	7	153	107000	140	129400	24	405	190000	395	200000	20	558	160000	535	180000	Besigheiddiens
Community serv.	11	10	110400								14	13	123300	12	145400	Gemeenskapsdie
ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** See Page 6 for complete list of economic sectors
** Median years work experience
(Continued)

** Kyk bladsy 6 vir volledige lys van ekonomiese sektore
** Mediaan jare werkervaring
(Vervolg)

TABLE 6 (CONTINUED) TABEL 6 (VERVOLG)

ECONOMIC SECTOR	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
•Accountant (not CA)																•Rekenmeester (nie GR)
Agriculture	9	44	70100	43	97100						9	45	71500	44	96500	Landbou
Mining	12	45	98000	38	129500						12	45	98000	38	129500	Mynbou
Manufacturing	14	157	83600	152	111700						14	164	84000	159	111800	Fabriekswese
Electricity	9	32	74100	29	93000						9	32	74100	29	93000	Elektrisiteit
Construction	9	19	91700	18	123400						10	20	89800	19	116900	Konstruksie
Commerce	11	63	81000	59	106000						12	68	81500	64	107000	Handel
Transport	8	40	79900	37	102500						8	40	79900	37	102500	Vervoer
Finance,business	8	194	69100	168	81700	17	90	80000	89	88500	10	284	73400	257	85000	Besigheiddiens
Community serv.	12	70	72500	63	101300						12	70	72500	63	101300	Gemeenskapsdie
Auditor																Ouditeur
Commerce											23	10	74000			Handel
Finance,business	6	107	58600	99	77000	26	88	200000	86	234000	13	195	100000	185	120000	Besigheiddiens
Community serv.	4	11	46000	10	54200						4	11	46000	10	54200	Gemeenskapsdie
Internal auditor																Interne ouditeur
Manufacturing	18	18	97300	16	136700						18	18	97300	16	136700	Fabriekswese
Electricity	7	11	89400	11	122800						7	11	89400	11	122800	Elektrisiteit
Commerce	12	10	101100								12	10	101100			Handel
Finance,business	8	43	85400	42	119500						9	46	91000	45	132500	Besigheiddiens
Community serv.	9	13	78400	11	111000						9	13	78400	11	111000	Gemeenskapsdie
•Book keeper, financial clerk																•Boekhouer, finansiële klerk
Manufacturing	8	16	50200	15	56300						8	16	50200	15	56300	Fabriekswese
Commerce	4	11	24000								4	14	30900	11	42900	Handel
Finance,business	5	62	41800	55	47700						5	69	42000	62	48800	Besigheiddiens
Community serv.	7	21	42100	17	44600						7	21	42100	17	44600	Gemeenskapsdie
166 ECONOMIC OCCUPATIONS																EKONOMIESE BEROEPE
Agriculture	8	49	74800	42	101300						9	55	75000	48	101300	Landbou
Mining	10	13	84500	11	132400						11	14	92700	12	148700	Mynbou
Manufacturing	8	41	85300	42	111000						8	43	85300	44	102700	Fabriekswese
Electricity	6	16	75300	15	121000						6	16	75300	15	121000	Elektrisiteit
Commerce	11	39	78000	33	98500						13	44	76500	38	97100	Handel
Transport	6	20	73100	17	112900						6	21	77500	18	113400	Vervoer
Finance,business	8	119	86500	107	114400	21	28	140000	26	165000	10	147	95300	133	120000	Besigheiddiens
Community serv.	9	39	75100	35	84200						9	43	70000	39	78600	Gemeenskapsdie
•Economist																•Ekonoom
Agriculture	7	40	78300	36	101300						9	46	78300	42	101300	Landbou
Finance,business	11	46	106700	42	140100	24	10	185000	10	210100	11	56	120000	52	158300	Besigheiddiens
Community serv.	11	27	80000	24	99800						11	27	80000	24	99800	Gemeenskapsdie

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience (Continued)

** Mediaan jare werkervaring (Vervolg)

HSRC RGN

TABLE 6 (CONTINUED)

TABEL 6 (VERVOLG)

ECONOMIC SECTOR	EMPLOYEES					SELF-EMPLOYED PERSONS					TOTAL					EKONOMIESE SEKTOR
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
Marketing advisor, researcher, analyst																Bemarkingsadviseur, navorser, analis
Manufacturing	7	24	83000	24	96900						7	25	82000	25	96000	Fabriekswese
Commerce	11	18	72700	16	86900						14	21	72000	19	86300	Handel
Transport	6	10	66800								6	10	66800			Vervoer
Finance, business	6	34	69300	31	84600						8	41	72000	37	88000	Besigheiddiens
Community serv.											4	10	52800			Gemeenskapsdie
Business consultant, analyst																Besigheidsadviseur, analis
Manufacturing	8	10	97600	10	126800						7	11	89600	11	125100	Fabriekswese
Commerce	10	17	74000	14	97400						10	19	75000	16	97400	Handel
Finance, business	8	39	87600	34	115500	18	11	200000	10	222500	10	50	100000	44	130500	Besigheiddiens
35 SALES OCCUPATIONS																VERKOOPSBEROEPE
Agriculture	12	15	81600	13	103700	20	20	71000	21	72000	18	35	75000	34	97900	Landbou
Manufacturing	7	36	63300	33	78000	20	48	77000	46	96000	14	84	72000	79	86000	Fabriekswese
Construction						16	30	127500	29	144400	14	37	120000	35	120000	Konstruksie
Commerce	6	108	60500	94	79500	19	193	84000	191	92000	14	301	75000	285	86800	Handel
Transport						16	11	168200	11	180000	15	16	110000	15	148100	Vervoer
Finance, business	12	164	88000	133	110300	21	138	120000	136	134500	15	302	104500	269	122400	Besigheiddiens
Community serv.	13	19	67600	14	91100	15	26	72000	24	72000	14	45	67600	38	85600	Gemeenskapsdie

ECONOMIC SECTOR	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	EKONOMIESE SEKTOR
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		WERKNEMERS					SELFGEËMPLOJEERDE PERSONE					TOTAAL				

** Median years work experience

** Mediaan jare werkervaring

TABLE 7

COMPARISON OF THE INCOME OF MEN AND WOMEN WORKING FULL TIME ACCORDING TO OCCUPATION AND WORK EXPERIENCE

TABEL 7

VERGELYKING VAN DIE INKOMSTE VAN MANS EN VROUE WAT VOLTYDS WERK VOLGENS BEROEP EN WERKERVARING

EMPLOYEES: PUBLIC SECTOR

WERKNEMERS: OPENBARE SEKTOR

YEARS WORK EXPE-RIENCE	MALE					FEMALE					TOTAL					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
0 - 5	38	36	38700	26	47400	38	84	37100	63	44400	38	120	37300	89	44800	0 - 5
6 - 10	41	39	70000	35	86800	40	48	57300	36	61900	40	88	59700	72	71700	6 - 10
11 - 20	41	34	77400	32	102900	40	56	62700	41	79800	40	90	65200	73	82300	11 - 20
21 +	41	49	89500	42	106500	42	20	69100	12	78600	42	69	78000	54	100200	21 +
•Personnel / HR officer																•Personeel- / MH-beampte
0 - 5	37	19	34900	15	47300	39	31	32900	24	39700	38	50	33600	39	40800	0 - 5
6 - 10	41	12	71200	12	88600	38	13	64000	11	70400	38	25	66200	23	84100	6 - 10
11 - 20	40	14	73100	12	90900	38	17	56400	14	69900	38	31	60300	26	75600	11 - 20
•Accountant (not CA)																•Rekenmeester (nie GR)
0 - 5	38	16	49500	14	66300	38	11	49300	10	64200	38	27	49300	24	64200	0 - 5
166 ECONOMIC OCCUPATIONS																**EKONOMIESE BEROEPE**
0 - 5	39	14	61800	14	80100	39	15	51500	13	59400	39	29	54000	27	65900	0 - 5
6 - 10	39	23	72400	20	101400	43	10	75800			39	33	74000	29	98900	6 - 10

YEARS WORK EXPE-RIENCE	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

•• Median hours worked per week

•• Mediaan ure per week gewerk

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

EMPLOYEES: PRIVATE SECTOR

WERKNEMERS: PRIVATE SEKTOR

YEARS WORK EXPE-RIENCE	MALE					FEMALE					TOTAL					JARE WERK-ERVARING
	••	SALARY		PACKAGE		••	SALARY		PACKAGE		••	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
164 PERSONNEL & MANAGEMENT SERVICES																**PERSONEEL- EN BESTUURSDIENSBEROEPE**
0 - 5	42	65	58400	54	75200	42	104	47600	90	55800	42	169	51000	144	60000	0 - 5
6 - 10	45	71	76400	64	110000	42	52	70500	43	82000	42	123	73200	107	89500	6 - 10
11 - 20	46	67	112100	65	150600	41	37	75800	32	91900	44	104	93400	97	126700	11 - 20
•Training officer, consultant																•Opleidingsbeampte, -konsultant
0 - 5	42	10	52200			40	22	46500	21	56400	41	32	47100	29	58800	0 - 5
6 - 10	42	15	76400	12	94400	38	11	74600			42	26	75500	19	90700	6 - 10
11 - 20	42	15	98200	14	131400	38	11	75400			42	26	91500	23	117600	11 - 20
•Personnel / HR officer																•Personeel- / MH-beampte
0 - 5	42	27	57500	23	75000	41	46	48000	38	56600	42	73	50100	61	62200	0 - 5
6 - 10	45	25	72300	24	96500	42	21	65900	20	78500	44	46	68400	44	83400	6 - 10
11 - 20	44	26	84000	25	121800	42	16	80800	16	100300	42	42	80800	41	115300	11 - 20
•Accountant (CA)																•Rekenmeester (GR)
0 - 5	42	43	92000	39	106000	39	24	66100	23	80000	42	67	77500	62	92800	0 - 5
6 - 10	43	67	125000	57	156200	42	25	90700	20	121400	43	92	111200	77	149800	6 - 10
11 - 20	46	48	139200	44	186300	45	12	135200	11	167300	46	60	135400	55	184900	11 - 20
•Accountant (not CA)																•Rekenmeester (nie GR)
0 - 5	42	95	57200	86	66800	38	45	42000	36	46800	42	140	53500	122	62600	0 - 5
6 - 10	42	98	79900	95	113500	39	71	65000	65	74300	42	169	74400	160	94900	6 - 10
11 - 20	42	116	102300	106	130000	42	46	72300	42	94300	42	162	93600	148	121300	11 - 20
•Articled clerk with accountant/auditor																•Leerlingrekenmeester/ouditeur
0 - 5	38	158	30500	146	37700	38	85	31200	78	37400	38	243	30800	224	37600	0 - 5
•Book keeper, financial clerk																•Boekhouer, finansiële klerk
0 - 5	38	24	36200	24	42900	38	40	36000	29	42100	38	64	36000	53	42100	0 - 5
35 SALES OCCUPATIONS																**VERKOOPSBEROEPE**
0 - 5	44	54	51700	41	65600	41	60	45000	51	55000	42	114	48000	92	60800	0 - 5
6 - 10	42	45	84000	43	110300	39	33	64800	21	72300	42	78	70800	64	88800	6 - 10
11 - 20	46	55	114500	45	140700	38	29	67600	26	81800	44	84	89700	71	116800	11 - 20
21 +	45	69	125000	62	149700	42	12	59300	10	78100	45	83	108800	73	135400	21 +
•Sales occupations: insurance, fixed property																•Verkoopsberoepe: versekering, vaste eiendom
0 - 5	44	20	62700	16	77700	42	20	50500	16	54000	43	40	52800	32	60300	0 - 5
6 - 10	42	15	95200	15	126700	40	19	64600	11	70000	42	34	70800	26	95000	6 - 10
11 - 20	46	36	123500	29	150800	37	13	71100	13	84000	43	49	114500	42	139100	11 - 20

YEARS WORK EXPE-RIENCE	MANLIK				VROULIK				TOTAAL				JARE WERK-ERVARING
	••	N	RAND	N	RAND	••	N	RAND	N	RAND	••	N	RAND	N	RAND	
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		

•• Median hours worked per week

•• Mediaan ure per week gewerk

BEST COPY AVAILABLE

TABLE 7 (CONTINUED)

TABEL 7 (VERVOLG)

SELF-EMPLOYED

SELFGEËMPLOJEERD

YEARS WORK EXPE-RIENCE	MALE					FEMALE					TOTAL					JARE WERK-ERVARING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
*Accountant (CA)																*Rekenmeester (GR)
11 - 20	46	115	170000	112	183600	46	11	100000	11	120000	46	126	169500	123	181100	11 - 20
35 SALES OCCUPATIONS																VERKOOPSBEROEPE
0 - 5	52	36	60000	34	61000	48	17	56000	16	56000	51	53	60000	50	60000	0 - 5
6 - 10	54	48	100000	47	108000	51	31	60000	29	67200	52	79	80000	76	86500	6 - 10
11 - 20	52	98	120000	96	129900	47	52	62000	53	78000	50	150	100000	149	109400	11 - 20
21 +	48	161	120000	160	133700	44	31	60000	31	60000	47	196	120000	195	122000	21 +
351 PROPRIETOR OF BUSINESS																WERKENDE EIENAAR
0 - 5	54	23	50000	23	50000	48	15	36000	14	42400	51	38	47500	37	48700	0 - 5
6 - 10	58	33	80000	32	85000	51	25	60000	23	63600	54	58	70000	55	72900	6 - 10
11 - 20	55	64	110000	63	110000	47	38	62000	39	75000	51	102	96000	102	100000	11 - 20
21 +	50	98	120000	99	132000	44	24	70000	24	77000	48	125	102000	126	120000	21 +

YEARS WORK EXPE-RIENCE	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	JARE WERK-ERVARING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		MANLIK					VROULIK					TOTAAL				

** Median hours worked per week

** Mediaan ure per week gewerk

TABLE 8

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO OCCUPATION, WORK EXPERIENCE, POPULATION GROUP AND EMPLOYER SECTOR

TABEL 8

MEDIAANINKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS BEROEP, WERKERVARING, BEVOLKINGSGROEP EN WERKGEWERSEKTOR

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	**	S		P		**	S		P		**	S		P		**	S		P		**	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
164 PERSONNEL & MANAGEMENT SERVICES																									
PERSONEEL- EN BESTUURSDIENSBEROEPE																									
Public Sector																									
Openbare Sektor																									
Black / Swart	37	12	40500			37	11	62800			41	82	65200	65	84000	42	61	78000	47	103400	37	35	52500	28	69500
White / Blank	38	102	36200	78	44500	41	75	59500	61	71500											40	320	59300	251	72800
Private Sector																									
Privaatsektor																									
Black / Swart	41	14	52500	11	63500	44	11	60300			39	12	68500			45	52	100000	42	144000	42	39	58800	30	72800
White / Blank	42	148	50200	127	59700	42	107	74600	95	91100	45	91	98200	87	129200						42	398	73500	351	91400
•Personnel / HR officer																									
•Personeel- / MH-beampte																									
Public Sector																									
Openbare Sektor																									
Black / Swart																					39	17	52500	15	59700
White / Blank	38	42	33100	32	40700	40	20	68900	18	85500	38	25	56500	21	75300	37	11	78000	10	108800	38	98	54200	81	70300
Private Sector																									
Privaatsektor																									
Black / Swart																					42	19	58800	16	75900
White / Blank	42	63	49600	52	60000	44	40	69300	40	83400	42	35	91000	35	120000	45	19	86700	15	123000	42	157	68200	142	85700

** Median hours worked per week S: Salary P: Package

** Mediaan ure per week gewerk S: Salaris P: Pakket

(Continued) (Vervolg)

HSRC RGN

BEST COPY AVAILABLE

TABLE 8 (CONTINUED)

TABEL 8 (VERVOLG)

	0 - 5 years / jare					6 - 10 years / jare					11 - 20 years / jare					20 + years / jare					TOTAL / TOTAAL				
	••	S		P		••	S		P		••	S		P		••	S		P		••	S		P	
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND
•Accountant (CA) / •Rekenmeester (GR)																									
Private Sector / Privaatsektor																									
Asian / Asiër																					41	15	134300	13	167300
White / Blank	42	65	76700	60	91600	43	83	108000	70	149900	46	54	140300	49	184900	42	55	144000	53	171800	43	257	114900	232	148500
Self-employed / Selfgeëmplojeerd																									
Asian / Asiër											42	11	110000	10	110000						42	18	120000	17	120000
White / Blank						48	38	150000	34	150000	46	108	180000	106	190100	45	270	200000	267	221200	46	425	200000	416	200000
•Accountant (not CA) / •Rekenmeester (nie GR)																									
Public Sector / Openbare Sektor																									
Asian / Asiër																					37	11	89000	10	115100
White / Blank	38	24	50600	21	65400	38	23	77000	20	105000	41	21	78800	20	117100	38	23	104100	23	134200	38	91	77000	84	106000
Private Sector / Privaatsektor																									
Asian / Asiër	40	10	43800			38	12	65500	11	77400	41	19	81000	18	101700						38	49	72200	45	84000
Black / Swart																					38	17	66300	16	86200
Colour / Kleur																					42	10	72100		
White / Blank	42	123	54000	109	62700	42	149	75000	141	95900	42	133	97500	121	123000	42	76	118700	69	155700	42	481	79000	440	104100

•• Median hours worked per week S: Salary P: Package

•• Mediaan ure per week gewerk S: Salaris P: Pakket

BEST COPY AVAILABLE

HSRC RGN

TABLE 9

MEDIAN INCOME OF GRADUATES WORKING FULL TIME ACCORDING TO FIELD AND LEVEL OF STUDY AND EMPLOYER SECTOR

TABEL 9

MEDIAAN INKOMSTE VAN GEGRADUEERDES WAT VOLTYDS WERK VOLGENS STUDIERIGTING, KWALIFIKASIEVLAK EN WERKGEWERSEKTOR

FIELD OF STUDY	PUBLIC SECTOR					PRIVATE SECTOR					SELF-EMPLOYED					STUDIE-RIGTING
	**	SALARY		PACKAGE		**	SALARY		PACKAGE		**	SALARY		PACKAGE		
		N	RAND	N	RAND		N	RAND	N	RAND		N	RAND	N	RAND	
MANAGEMENT, ECONOMICS, COMMERCE & ADMINISTRATION																**BESTUUR, EKONOMIE, HANDEL EN ADMINISTRASIE**
B-degree	14	667	75800	571	101400	11	2098	92400	1912	125100	18	446	120000	445	121000	B-graad
Post grad.dipl.	18	63	106000	57	135400	24	560	156000	528	199900	31	380	195000	375	200000	Nagraadse dip
Hons-degree	11	393	81400	335	109500	9	1220	100200	1135	135600	16	303	160000	291	174400	Hons-graad
M-degree	21	283	109300	241	143600	19	709	154000	651	206800	21	243	160000	241	180000	M-graad
D-degree	26	88	130000	78	150100	20	24	208500	18	271300	30	13	178000	13	180000	D-graad

FIELD OF STUDY	**	N	RAND	N	RAND	**	N	RAND	N	RAND	**	N	RAND	N	RAND	STUDIE-RIGTING
		SALARIS		PAKKET			SALARIS		PAKKET			SALARIS		PAKKET		
		OPENBARE SEKTOR					PRIVATE SEKTOR					SELFGEËMPLOJEERD				

** Median years work experience

** Mediaan jare werkervaring

The following reports on the remuneration of graduates in 1994 are available :

1 *Main report*: Includes all occupations, with a breakdown of occupations according to the different variables. Field and level of study also included.
2 Short report: Same as *Main Report* but without breakdown of occupations.

Occupational group reports, with a breakdown of occupations according to the different variables. Field and level of study also included.

3 Engineers, architects, quantity surveyors, town and regional planners and land surveyors
4 Natural science, computer and agricultural occupations
5 Medical and health science occupations
6 Education occupations
7 Human resources, financial, economic and sales occupations
8 Legal, religious, social sciences and other humanities
9 Managerial, administrative and clerical occupations. Managers, according to managerial level

Enquiries: HSRC Book Marketing - P.O. Box 5556, Pretoria 0001 • Tel. (012) 202 2004 Fax (012) 202 2933

Die volgende verslae oor die vergoeding van gegradueerdes in 1994 is beskikbaar :

1 *Hoofverslag:* Sluit alle groepe in. Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word ook ingesluit.
2 *Kort verslag:* Sluit alle beroepe in, maar gee nie besonderhede vir al die veranderlikes nie. Studierigting en vlak van kwalifikasie word wel ingesluit.

Beroepsgroepverslae: Besonderhede word ook volgens die verskillende veranderlikes verskaf. Studierigting en vlak van kwalifikasie word wel ingesluit.

3 Ingenieurs, argitekte, bourekenaars, stads- en streeksbeplanners en landmeters
4 Natuurwetenskaplike, rekenaar- en landboukundige beroepe
5 Mediese en gesondheidsdiensberoepe
6 Onderwysberoepe
7 Menslike hulpbronne, finansiële, ekonomiese en verkoopsberoepe
8 Regs-, godsdiens-, sosiale en ander geestewetenskaplike beroepe
9 Bestuurs-, administratiewe en klerklike beroepe. Bestuursberoepe word volgens bestuursvlak ontleed.

Navrae: RGN-Boekbemarking - Posbus 5556, Pretoria 0001 • Tel. (012) 202 2004 Faks (012) 202 2933

HSRC
RGN
Publishers / Uitgewery

ISBN 0-7969-1764-7